



Exceptional as Standard

Impact Report 2026





Introduction

As this is our first impact report, we aim to set the stage for developing our impact for staff and our clients, helping to embed sustainability within our business strategy and how we operate. This report will outline our progress, challenges and future targets with a focus on helping our clients on their sustainability journey and developing our staff.

About Perrys

Perrys was established in 1983 and has seven branches across London and the South East. We have many years of experience assisting our clients, from individuals and sole traders to partnerships, Limited companies and LLP's. We offer the core accounting services being accounts, audit and taxation along with specialisms which include property, hospitality, CIS, wills and probate, plus much more. To find all our services please visit our website: perrysaccountants.co.uk

The Perrys purpose is to deliver a personal service by being **Exceptional As Standard** in how we interact with our clients and the services we offer. We aim to provide honest and clear communication whilst also providing opportunities for our staff and creating a friendly and engaging work environment.

In this report

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Our Sustainability Champions



Zoe Gibbons
Partner



Emma Palmer
Operations Partner



A message from Zoe and Emma

We started our sustainability journey over 18 months ago, as sustainability is something we are both passionate about. We very quickly realised that there is much to learn in this area and we wanted to fully understand what it means and how we can support others on their sustainability journey. After a lot of research and attending a number of events and speaking to people already working in this space we decided to start by doing our Carbon Literacy training. As part of the training, we were required to make a business and personal sustainability pledge.

As a service provider it is difficult to make a difference from an environmental point of view, but we realised that we can have impact from a social perspective. Therefore, we decided we could make a greater difference by spreading the word and hope that it will have a cascade effect to our staff, our supply chain and our clients who can all make a difference.

We are continuing to learn more by completing the ICAEW Accelerator programme and Zoe is completing the ACCA Professional Diploma in Sustainability. By doing this, Emma will be able to look at how we can embed sustainability within our day-to-day operations and Zoe can

help our clients understand their sustainability and ESG requirements including the risks and opportunities in both the short and long term.

Whilst we live in a digital age, we still want to deliver a personal service for our clients and believe in being humans, not robots. Not Artificial, Just Intelligent!

As part of our sustainability targets, we will develop our learning and development for our staff so that we can maintain our **Exceptional As Standard** ethos.

Within a professional environment we must maintain high standards and do not want to be accused of greenwashing, however we believe that we have been doing many positive things for a number of years which have not been identified as sustainability.

As this is our first impact report, we hope to outline all the things we have been doing and what our targets for the future will be.

Zoe Gibbons Emma Palmer



*** Integrity * Collaboration * Growth * Sustainability * Transparency ***

What is Sustainability?

Sustainability is a company's ability to operate long-term without negatively impacting the environment and society. As part of the Paris Agreement at COP 21 in 2015, the United Nations produced the 17 Sustainability Development Goals (SDG's) to guide people and businesses on how to achieve this.

In order to focus our attention on where we can make the most difference, we have identified 5 SDG's where we feel we can make the most impact and these are detailed on the following pages.

Measuring Scopes 1, 2 and 3

It is challenging for accountants to move away from wanting everything to be perfect before putting pen to paper, but we have decided that it is better to start and get the word out rather than wait for perfection as time moves quickly. Following a 2025 ICAEW Sustainability Summit the words "you can't change what you can't measure" made us realise that we need to focus our efforts in getting started in measuring our carbon footprint and making changes from there.

Scope	Emissions Source	2025	2024
Scope 1	Gas	22.7	24.1
Scope 2	Electricity	8.0	11.3
Scope 3	Employee commuting	160.6	No data
	Water supply and treatment	0.047	0.04

All figures are presented in tonnes of Carbon Dioxide equivalent (tCO₂e).

Figures are measured on a calendar year 1 January to 31 December.

We will look to focus on outcomes rather than inputs so our metrics are relevant, consistent and verifiable.

From 2026 we will also look at the CO₂ per employee and how we can reduce this.

From April 2025 we began to record time spent on pro bono work and time spent on CSR (Corporate Social Responsibility) to allow us to report on this in future impact reports.



3 GOOD HEALTH AND WELL-BEING



UNSDG definition:

Ensure healthy lives and promote well-being for all at all ages.

How we achieve this:

- Summer working was introduced in 2023 which allows condensed hours to be worked in the summer to allow staff to enjoy time off during this period
- Travel loans for staff
- Emma is qualified as a Mental Health First Aider
- Anniversary lunches to celebrate long service milestones for staff
- Cash plan that allows staff to claim money back on everyday health care bills like the optician, dentist or physiotherapy up to an annual limit
- Private medical insurance benefits for our managerial team
- Hybrid working options
- Flexible working hours
- Physical charity events including the 3 Peak Challenge, charity boxing and cyclothon

Target:

- Increase cross office engagement by delivering a more varied programme of social events that bring staff together across all office locations. Organise three cross-office events within the next 12 months. These events will help with team building and the wellbeing of staff.
- Launch a staff intranet suggestions box to encourage continuous feedback and promote openness and innovation by April 2026 which will help with staff wellbeing and encourage an open culture for issues to be addressed.
- Develop and implement a CSR initiative focused on nature and sustainability, increasing staff participation in environmental activities. Coordinate at least two nature-based CSR activities e.g. tree planting or habitat restoration in the next 12 months.
- Introduce Equality, Diversity and Inclusion (EDI) framework and menopause awareness training to strengthen inclusivity, understanding and organisational support. Ensure all staff complete the basic training by the end of the year.



MHFA England



CYBER
ESSENTIALS





4 QUALITY EDUCATION



UNSDG definition:

Ensure inclusive and equitable quality education and promote life long learning opportunities for all

How we achieve this:

- Training programmes for:
 - AAT students
 - ACCA students
 - ICAEW students
- CPD (Continued Professional Development) for qualified staff by external accredited training providers.
- Internal training for managers
- On-the-job training for trainees
- Management training and support
- Introduction of a work experience programme
- Involvement in school career days

Targets:

- Zoe to complete the ACCA Professional Diploma in Sustainability by the end of the year to include the necessary study time, resources, and mentoring.
- Increase investment in role specific and interest based training, ensuring all employees have access to development opportunities that support their career growth by the next appraisal cycle.
- Implement a structured mentoring and coaching programme, using a mix of internal mentors and external coaching support where beneficial by the end of the year.
- Conduct a firm wide skills gap analysis and create targeted upskilling plans to strengthen capability across departments as part of 2026 appraisals.
- Introduce carbon literacy training for staff to raise awareness of environmental impacts and support the firm's sustainability goals. Put two members of staff through the carbon literacy training per year.
- Apply and maintain Professional Accredited Employer status to strengthen the firm's commitment to quality training and staff development.





7 AFFORDABLE AND CLEAN ENERGY



UNSDG definition:

Ensure access to affordable, reliable, sustainable and modern energy for all

How we achieve this:

- Clearing down data to reduce digital footprint
- 100% green energy used in all our offices
- LED lighting installed in our Tunbridge Wells office with a small grant from the Tunbridge Wells Borough Council
- Wrotham roof insulated and new windows installed to help with heat loss due to being an older, listed building
- West Malling roof insulated to help with heat loss due to being an older, listed building

Targets:

- Ensure full compliance with the Energy and Environment Policy, including switching off lights, shutting down equipment properly, and avoiding standby mode.
- Reduce stored data by 25% by the end of 2026 to improve efficiency, reduce digital carbon footprint, and streamline storage systems.
- Conduct a review of the firm's data storage practices and implement improvements to reduce duplication, inefficiencies, and unnecessary retention by the end of the year.
- Invest in energy saving office equipment, replacing older devices with more efficient alternatives as part of the firm's sustainability commitment.
- Install water saving measures, including cistern bags in toilets, to reduce water usage across all office locations by the summer.





10 REDUCED INEQUALITIES



UNSDG definition:

Reduce inequality within and among countries

How we achieve this:

- Balanced partnership with 5 female and 5 male partners
- Fair interview process
- Completion of probate questionnaires for our probate license

Target:

- Ensure all organisational policies and procedures are kept up to date, reviewed regularly, and clearly communicated to staff.
- Review staff roles to ensure individuals are placed in positions that best match their skills, strengths, and career aspirations.
- Improve the appraisal process by aligning performance reviews directly with role expectations, competencies, and development needs.
- Provide structured training on inequalities, including awareness of systemic barriers and inclusive practices, to enhance staff understanding and support EDI goals by the end of the year.
- Host in-house training for soft skills by the end of the year.
- Ensure all meetings are accessible, with appropriate formats, materials, and adjustments to support participation from all staff.
- Increase awareness of supply chain risks, including modern slavery, and support staff and clients in understanding how to review and evaluate supply chains.





13 CLIMATE ACTION



UNSDG definition:

Take urgent action to combat climate change and its impact

How we achieve this:

- Reduced online purchasing by bulk buying or using local suppliers
- Recycle coffee pods
- Eco toilet paper and cleaning products
- Shred paper and pulp so it can be recycled
- Recycling old computer equipment
- Waste management and recycling in each office
- No longer printing and posting our annual calendar

Targets:

- Begin engaging with clients about climate related risks, helping them assess potential impacts on their business operations and supply chains by the end of the year.
- Develop and implement data reduction plans to minimise digital storage, cut energy use, and streamline information management by the end of the year.
- Install heat saving solar film on office windows to improve heat retention and reduce energy consumption by the winter.
- Purchase second hand desks and office furniture to avoid landfill waste and reduce the demand for new manufacturing as required.
- Create sustainable office spaces, including bee friendly planting and other biodiversity features around office sites by the end of the year.
- Deliver climate and nature focused CSR activities, such as tree planting, habitat restoration, or conservation volunteering by the end of the year.
- Increase sustainability engagement with clients by incorporating sustainability conversations into routine discussions to raise awareness and influence broader impacts by the end of the year.
- Prepare and publish an annual impact report, tracking environmental and social progress while setting new yearly targets - next due April 2027.
- Introduce a digital HR system to significantly reduce paper usage and streamline HR processes by September 2026.
- Look for eco friendly alternatives for coffee consumption like compostible pods by the summer.





Perrys in the Community

“We enjoy getting involved in events near our offices and supporting our local community”

Community Engagement & Social Impact

Supporting and strengthening our local community is a core part of who we are as a firm. We believe that sustainability extends beyond environmental responsibility, it's also about investing in people, places and sharing experiences. Our team has taken part in a wide range of activities and events that bring communities together and create a meaningful and lasting impact.



Local Community Involvement

We're proud to have contributed to a variety of activities that help continue to make our local communities thrive.

Our involvement has included:

- Local community fitness events such as a sponsored colour run in Wrotham or taking part in the inflatable race course for Abigail's Footsteps
- School events like careers fairs and educational partnerships such as sponsoring The View @ East Street together with Hillview Girls school
- Regular support for our local foodbanks and community larders





- Christmas Jumper Days and seasonal fundraising activities
- Litter-picking sessions to help keep our shared spaces clean
- Sponsorship of local fireworks displays in Eynsford and Tonbridge
- Partnerships with local events such as Chislehurst Rocks and the Tonbridge River Walk Music Festival

These moments allow us to connect with our neighbours, support local and give back in hands-on, meaningful ways. We also regularly join forces with other local businesses to support their charity events, strengthening collaboration across our community.

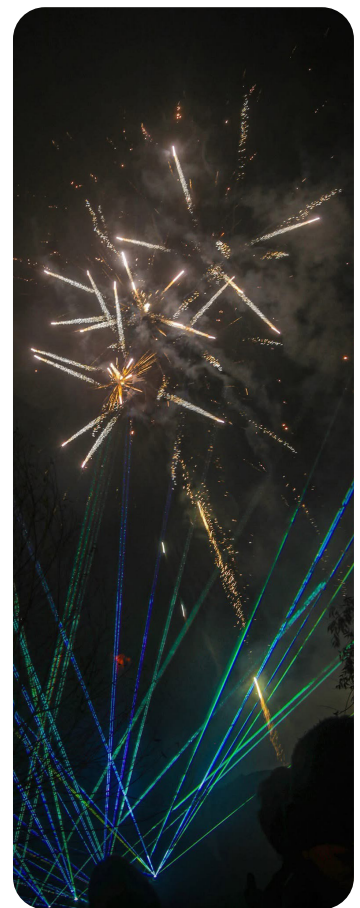
Long-Term Partnerships & Sponsorships

Our commitment to community extends to long-term partnerships that help local organisations thrive. A key example is our ongoing relationship with Gillingham Football Club, where we are proud business partners. You might even spot our advertising at their home games. Beyond sponsorship, we also attend matches as hospitality guests which is a brilliant way to spend time with staff and clients while supporting local sport.

We also host an annual Golf Day, which has been running since 2012. This event has raised a significant amount for charity over the years and is supported by a fantastic network of partners and sponsors.

Education & Carbon Literacy

As part of our sustainability journey, we are committed to building knowledge and empowering our team. Our staff take part in Carbon Literacy Training, helping us embed climate awareness into everyday decision-making and strengthening our long-term environmental goals.





Charity Work

“It has been interesting to reflect on all the charity work we have been involved with and it has been great putting this report together to remember all the amazing work the staff have done to support charities”.

2011-2022



2012

24 hour cyclothon

Hosted a 24-hour cyclothon at our Tunbridge Wells branch, raising over £6,000 for The Pickering Cancer Drop-In Centre.



2016

Thames Path 100km

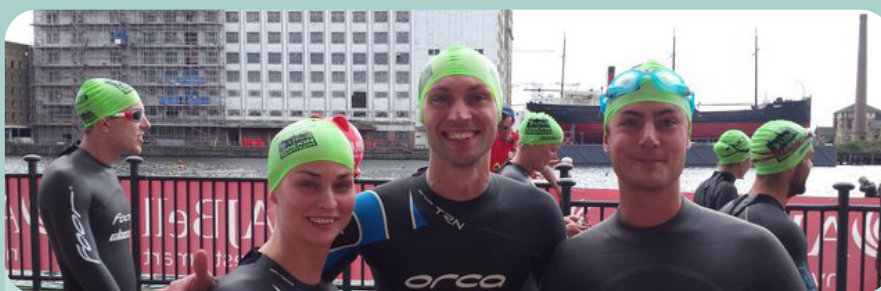
Completed the Thames Path 100km, raising £7,485 for Kent Cancer Trust.



2013

30 mile walk

Celebrated 30 years in business with a 30-mile charity walk, raising more than £7,500 for Kent Cancer Trust.



2015 London Triathlon

Took on the London Triathlon, raising £7,495 for Kent Cancer Trust.

2018

Sponsored Skydive

Participated in a charity skydive, raising £2,500 for Family Matters.



2022

Communigrow pond dig

Communigrow became our chosen charity and we took part in the Communigrow Sponsored Dig, raising £825!





2023 Inflatable challenge for Abigail's Footsteps

We took on the inflatable challenge as a team, raising £365 for Abigail's Footsteps.



2023

Nourish

Donated 40 Easter eggs to Nourish in Tunbridge Wells as part of our "40 Things for 40 Years" initiative.



2024 3 Peak Challenge

We returned to the Three Peak Challenge, raising £5,749 for Communigrow after having completed it previously in 2010!



2025

Tunbridge Wells half marathon

We sponsored the half marathon in Tunbridge Wells with Alex and Clare from our Medway and Tunbridge Wells branches taking part.



2024 Stopped printing our calendar

We ran a competition to pick a winning picture - whoever chose the winner received £500 for a charity of their choice - in 2024 it went to Hayley's Heroes.

We have raised over **£37,000** for charity in the last 14 years on top of the money we raised from our annual charity golf day.

Previous charity partners:



Perrys Annual Charity Golf Day



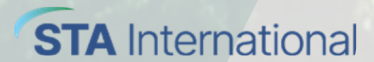
Our annual golf day has raised over £68,000 since our very first one in 2012 at Kings Hill Golf club, where one lucky player managed to get the Hole in One!

2012	Kings Hill Golf Club	£3,166 raised The Hole in One is won!
2013	Dale Hill Golf Club	£5,249 raised
2014	Dale Hill Golf Club	£3,758 raised
2015	Dale Hill Golf Club	£3,372 raised
2016	Chart Hills Golf Club	£4,500 raised
2017	Chart Hills Golf Club	£5,608 raised
2018	Chart Hills Golf Club	£4,800 raised
2019	Chart Hills Golf Club	£8,500 raised
2021	Dale Hill Golf Club	£7,000 raised
2022	Dale Hill Golf Club	£6,000 raised
2023	Dale Hill Golf Club	£4,700 raised
2024	Dale Hill Golf Club	£7,100 raised
2025	Dale Hill Golf Club	£4,592 raised





For each of our charity days we have had the opportunity to receive support from different businesses that we work with. Here are some of the businesses that supported us for our 2025 golf day:



A big thank you to our supporters - both the businesses that donate and sponsor and to the teams that take part.





Future Objectives

Following the completion of our first Impact Report, we intend to prepare this annually to ensure we remain on track against our commitments, to identify any areas where objectives have not yet been achieved and set future targets.

As part of our ongoing commitment to sustainability, we will actively monitor developments in sustainability legislation. This will enable us to identify emerging risks and opportunities for us and our clients, assess potential impacts on cashflow, and explore how sustainability considerations may influence access to finance. By working closely with our clients, we will support the integration of sustainability into both their business strategies and our own.

We will continue to measure and report our Scope 1 and Scope 2 emissions, with the aim of achieving continuous improvement where possible. Looking ahead, we also plan to assess more emissions associated with Scope 3.

While we are focused on streamlining internal processes, we remain committed to maintaining a personal, client focused approach. To support this, we will continue to invest in staff development. We recognise the growing role of AI within the profession; however, we believe it is essential to retain a “human in the loop”. Our people must fully understand their roles and responsibilities, and we will therefore provide focused training at all levels of the business.

Sustainability is already being introduced into professional qualifications such as ACCA and ICAEW as part of the student training programmes. In addition, we aim to increase sustainability awareness across the wider firm by encouraging staff to participate in carbon literacy training. This will help strengthen our business sustainability commitments while also empowering individuals to consider their own personal pledges.

Perrys’ objective is to support businesses and organisations in making sound, responsible financial decisions that enhance long term resilience, trust, and sustainability within the communities they serve. Our purpose is to operate responsibly by being environmentally aware and energy efficient, while using our role as trusted business advisers to help clients measure carbon and embed practical sustainability considerations into their decision making.

Awareness Days

We will look to support the following awareness days throughout the year so that we keep our sustainability goals on track.

2026

22 April	Earth Day
11-17 May	Mental Health Week
20 May	World Bee Day
1-7 June	Volunteer Week
27 July	National Tree Day
10-16 August	National Allotment Week
September	Second Hand September
October	Menopause Awareness Month
10 October	World Mental Health Day
November	Movember
19 November	International Men’s Day

2027

January	Veganuary
February	National Apprenticeship Week
8 March	International Women’s Day
15-21 March	Nutrition & Hydration Week



Final Thoughts

There is a lot going on in the world right now and with the recent COP 30 showing that big changes need to happen to reach the targets set by the Paris Agreement, now is the time to start doing something to help even if just a small change or a quick win – for more quick ideas please go our website: perrysaccountants.co.uk/perrys-sustainability

We want to ensure we have happy and healthy staff trained to an Exceptional Standard to assist clients. We will look at efficiencies with running our offices, with the environment always on our mind.

We had an all staff meeting with an external speaker (Mark Robb) in October 2025 to reflect on what clients expect and how we can deliver this.

Our aim will be:

Exceptional People Exceptional Service Exceptional Planet

By focusing on our people, we can give the best to our clients and the local community.

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Medway

Suite 2, Second Floor North
The Fitted Rigging House
Anchor Wharf, The Historic
Dockyard, Chatham
Kent, ME4 4TZ

01634 245900

Orpington

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House, 303 High Street
Orpington
Kent
BR6 0NN

01689 823175

Sevenoaks

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High Street
Wrotham
Sevenoaks
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Tonbridge

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01732 770100

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West Malling

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