

The background image shows a welder in a dark industrial setting, working inside a large, circular metal structure. A bright light from the welding process illuminates the scene. Overlaid on this image is a large, colorful geometric frame consisting of yellow, orange, pink, and blue lines that form a stylized 'E' shape.

How can we create value

that makes a lasting impact?

EY UK 2024 Impact Report



The better the question.
The better the answer.
The better the world works.

The EY logo, consisting of the letters 'EY' in a bold, white, sans-serif font, with a yellow diagonal line above the 'Y'.

Shape the future
with confidence

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Welcome to the EY UK 2024 Impact Report

Hywel Ball

EY UK Chair & UKI Managing Partner

When I joined EY 40 years ago, I was an engineering graduate with little idea about what I wanted to do or what career I wanted to build. I couldn't have imagined the breadth of opportunities that lay in front of me or the path I would end up taking.

It was a very different working world, from dress code to communication methods to leadership styles and everything in between. There was less emphasis on purpose and broader societal contribution was often an afterthought. Businesses in the UK were battling high inflation, low economic growth, unemployment and a general decline in manufacturing industries.

Today, the challenges to organisations are certainly no less complex. We face a fragmented global geopolitical system underpinned by rising protectionism. Innovation and technological advances are happening at breakneck speed. We're operating within a world with reduced public trust in traditional institutions and evolving expectations on the role businesses should play in society and in people's lives.

We are perhaps more connected than ever before; but despite this, in some ways, more divided.

Within that context – is it possible to create value that makes a lasting impact? As I prepare to hand over the reins to the next generation of leadership in the UK, I am certain that not only it is possible; it is critical.

In fact, I remain convinced a business of our size, scale and influence can and should be a catalyst for change. We have a responsibility to use our position to champion and create opportunity.

Opportunity for our people. Opportunity for our clients. Opportunity for the next generation.

This ethos, and indeed our commitment to positive action, underpins the entire report you are about to read. I am delighted to showcase our accomplishments in key areas of value creation, while reaffirming our ambitions in others.

Each year, reading the EY UK Impact Report fills me with a deep sense of pride at the collective achievements of our firm.

I am inspired by the drive and passion our people demonstrate on a daily basis and grateful that I've had the opportunity to spend my entire career within this great business.

Our EY UK Impact Report is important to both our people and our external stakeholders. It brings together examples of programmes and activities from across the firm to demonstrate how our people help to build a better working world and deliver positive impact up and down the UK. This year, I am particularly delighted to read the People Profiles you will find throughout the report – an opportunity to hear what impact means to people from across our firm.

Of course, part of our purpose is to create the best possible outcomes for clients and achieve our own long-term business success. But an equally important aspect is embracing the opportunity – and our responsibility – to create lasting value in the communities in which we operate.

The business landscape

The past 12 months have created a challenging trading environment for the UK professional services sector, with depressed UK and global deals activity, weak levels of corporate confidence, and macroeconomic uncertainty.

We want to play our part in helping to build and sustain a UK economy that's vibrant, growing and attractive to international investors, underpinned by a society with world-class skills and capabilities and where there's opportunity for all. We are pleased to see that Professional and Business Services will be one of the government's priority growth-driving sectors within its industrial strategy. We will continue to fully engage in this important work as part of our public interest responsibilities.

Our people

Attracting, retaining and nurturing talent is, and always has been, a business imperative for EY and at the heart of our current and future success. We're committed to building a workplace that is diverse, equitable and inclusive for all and take our responsibilities as an employer of people across the UK with the deepest sense of responsibility.

- Over the last financial year, EY has recruited 2,400 people across the UK.
- 43% of all new appointments were based outside of London.
- Since January 2024, the firm has welcomed 1,600 graduates, school leavers and interns.
- 46% of these are based in regional locations across the country.



“
I am inspired by the drive and passion our people demonstrate on a daily basis and grateful that I've had the opportunity to spend my entire career within this great business.”

- This year, EY achieved an Ofsted rating of Outstanding across all aspects of its Level 7 Accountancy and Tax Apprenticeships in England.
- We have announced our target to create 1,000 new jobs in Northern Ireland over the next five years.

We know our brand's reputation, which is built upon a foundation of trust and serving the public interest, continues to be an important driver for our people and clients.

Providing skills development and offering work that's financially, intellectually and morally rewarding is fundamental for our people and our business to thrive. This means consistently reviewing and addressing topics like hybrid working, health & wellbeing, sustainability, and Diversity, Equity and Inclusiveness.

As we consistently seek to open new pathways for talent, widen the communities from which we recruit, and invest in initiatives to foster education, skills and social mobility we make ourselves a better business, and deliver a greater contribution to the UK.

When the economic chips are down, it is easy to retreat from investing time, effort and organisational energy in programmes that deliver long-term benefits but are capital intensive in the short-term. We haven't taken that approach – we remain steadfast in our commitment to DE&I, sustainability, and driving systemic change wherever possible. In 2018, we set ambitious targets for Partner representation, aiming for 40% female and 20% ethnic minority Partners, of which 15% would be Black Partners by July 2025. We are now at 28% female, 18% ethnic minority, and 9% Black Partners.

Our goals are intentionally high as this drives progress we might not otherwise have made; however, we acknowledge that we haven't delivered what we set out to do and there is still work that needs to be done. These are core strategic imperatives and will remain front and centre of our agenda for years to come. Our public interest duties, our unwavering commitment to audit quality, along with our determination to deliver value over the long-term to all our stakeholders, drive our approach and our actions, and will continue to do so.

This year, I was proud to celebrate the EY Foundation's 10th anniversary. Set up in 2014, the EY Foundation is an independent social mobility charity which has transformed the lives of over 24,000 young people across the UK since it was launched.

In addition to the young people supported through their programmes, EY Foundation's wider ambition is to create systemic change to ensure the two million young people in the UK who qualify for Free School Meals have the same opportunity to succeed as their peers. It is brilliant to see its continued impact and how our people and clients continue to support and endorse its programmes.

Moving with the times

The roots of our firm extend back 200 years to James McClelland in Glasgow in 1824. Businesses do not have such longevity without two things: a robust and sustainable business model and a deeply embedded culture of agility and innovation. As I consider the rapidly evolving world we currently occupy, the ability to adapt has never felt more important.

From a technological point of view, Generative AI will undoubtedly change the way people live and work and can provide a genuine opportunity to boost economic opportunity and productivity. We are excited about the potential of

AI, both at a societal and professional level, to create positive impact while staying alert to the need for ethical and responsible use.

In the 1990s forecasters predicted the Dot Com boom would be the end of professional services. They said there would be no need for advisers or consultants to help businesses grow and meet their ambitions.

At the time, EY wasn't afraid to challenge these predictions, and spot opportunities. We led the way and were stronger for it. It led to one of our greatest ever growth periods.

Once again, with today's exciting technological developments, we seek to get ahead of the change, being agile but humble – there is a lot to learn, explore and debate. We are restless in our ambition and optimistic for the future opportunities.



Maintaining optimism

There is a myth that optimism wanes as one grows older. As I enter my final year at EY, the reality is I feel more hopeful about the future of our business than ever before. I was delighted to recently announce that Anna Anthony will be the next EY UK Managing Partner, from 1 January 2025.

Anna is an exceptional leader, with a breadth and depth of experience that makes her an excellent choice to lead our firm. I'm confident that, under Anna's leadership, EY will continue to lead the market and deliver in the public interest with agility, pride and ethical behaviour driving our actions.

Business leadership is a constant balancing act. Navigating today, while setting a path for tomorrow. Our business has always taken brave and bold decisions that allow us to lead the way – I am certain this will continue.

Our future success lies in our people and culture. A partnership is built on playing your part with energy and belief in the values that unite us, role modelling those values for the generations that follow, and helping to create a platform for bigger and better things to be delivered in the future.

When I read this report and reflect on the incredible achievements of our people, the thought of what is possible for EY in the future fills me with excitement and optimism.

I proudly present this year's EY UK Impact Report – I hope you enjoy reading it.

Hywel Ball
EY UK Chair & UKI Managing Partner



Sustainability

Building a more sustainable future is inherently tied to the broader EY ethos of building a better working world. Our sustainability journey is continually evolving. We engage in an ongoing exchange with our people, our clients, and our wider supply chain to enhance our understanding of the firm’s environmental influence, to make more informed decisions that both protect our planet and drive business forward.

EY is currently undertaking a global five-year review of the pathway to net zero and the scope of our strategy to align with updated standards which will include revised definitions, evolving expectations of carbon neutrality, and emerging standards for offsetting. EY UK, as well as other EY Member Firms around the world are part of this review.

An updated global EY environmental strategy will then be published in FY25, encompassing a decarbonisation plan, including near and long-term targets.

What this means for EY UK

Our current UK sustainability strategy will be enhanced to reflect the global ambition.

At EY, sustainability is deeply embedded in all aspects of our business. We strive to continually understand our environmental footprint and find the best ways to minimise it, recognising the importance of our role in fostering a sustainable future – and how this is deeply tied to building a better working world.

As a result, we actively encourage more environmentally conscious decisions from our suppliers and we support our suppliers in adopting their own science based targets – including dedicated training delivered through the Global Supply Chain Services and UK Procurement teams.

Our specific sustainability initiatives range in scale. We are the trusted programme partner in the creation of [The National Energy System Operator](#) which will help drive the decarbonisation of the UK Energy system; we support the [Global Carbon Market Utility](#) as it seeks to strengthen trust and scale in global carbon markets; and, we partner with the Good Bee Company to create bee colonies across the UK on top of our office buildings. Whether internal or external, affecting dozens or millions of people, we believe thinking more consciously about the planet and delivering quality services work hand-in-hand.

Making small choices with big impacts

We know that internal engagement is a powerful driver of change for our people and local communities. Our people are instrumental in advancing sustainability efforts at EY, with our diverse workforce bringing fresh perspectives and pushing us to make a difference. This can be seen with our Eco-Innovators community, which was started by a small group of passionate teammates in the UK, and is now almost 4,000 strong across the globe. They donate their time to develop sustainability campaigns, learning experiences, client engagement ideas, and other opportunities encouraging members to take personal and collective action.

Localised causes and campaigns where we can make a tangible difference within our communities is a key vehicle for change.

Recognising our size and connectivity and driven by a desire for positive change, we lead by example to inspire our people, supply chain, and local communities to prioritise environmental considerations.



Emissions reduction in numbers

Total gross location-based GHG emissions tCO ₂ e (Scopes 1 + 2 + 3)		
FY23		67,256
FY24		59,418

Total energy consumption kWh		
FY23		19,565,931
FY24		18,228,057

In conversation

A holistic approach to sustainability



Gavin Jordan
EY UK CFO &
Chair EY Environmental
Sustainability Committee



Rob Doepel
EY UK&I Managing
Partner for Sustainability

Gavin Jordan: We think about sustainability holistically at EY, whether it's through ways of working, engagement, activation or implementing wider changes, and we are continually asking ourselves, "How can we amplify the impact of our work?"

Rob Doepel: And from a UK perspective, we're always on the lookout for opportunities to elevate our environmental impact, both through our own actions, but perhaps more importantly, how we support our clients on their sustainability agenda. We truly believe to build a better working world sustainability needs to be a cornerstone of our strategy.

Long-term commitment and measurement

Gavin: And we're not new to this space. We've been actively measuring and monitoring environmental impacts for more than 15 years – whether it be through the renewable electricity power purchase agreement we put in place several years back or the projects we've implemented around single-use plastics and zero waste to landfill. Each year we add new initiatives.

Rob: It's important for us to be leaders in setting and achieving ambitious goals. Ensuring our goals are tangible, understandable, and consistent is something that we're very focused on. And it's important to ensure these goals are aligned with widening expectations of environmental responsibility.

Leadership and responsibility

Gavin: Because of our size, scale, and connectivity, we have a responsibility and have really sought to take a leading role amongst UK firms, committing ourselves to reducing emissions and championing internal commitments to reach those goals.

Rob: Carbon budgeting is a good example. We have implemented carbon budgets within our business, integrating carbon measurement into our traditional financial reporting framework so we can track and monitor our carbon performance. When we first introduced this, not many other organisations were doing this – but it was an important step for us to take to monitor and manage our emissions at a more granular level. We've taken the learning from our own experience, both what we got right and what we could have done differently, and used that to share with our clients on their own journeys.

And if I look towards the work we do with our clients, of course we are well known for holding companies to account from a financial reporting perspective, but we've been heavily investing for many years now to expand our capabilities around reporting and assuring non-financial performance, encouraging sustainable business practices. We also provide expertise and capability to the standard setters themselves, supporting the definition of new reporting requirements both in the UK and internationally. The contributions and impact we have in this area make me proud to work at EY.

Supply chain engagement

Gavin: Procurement is naturally another important area for us. We believe that if we can influence and encourage our supply chain to make more environmentally conscious decisions, then this is an area we want to lead in. We are in a unique position to bring together key stakeholders to address large scale problems.

Long-term goals and internal engagement

Rob: Our sustainability goals are part of a long-term commitment that cannot be achieved overnight.

Gavin: We're eager to listen and learn from our partners and people. Internal engagement has been a big part of our sustainability journey. Especially, over the last few years, there's been great enthusiasm and support within the organisation to reduce our emissions, which we've seen decrease globally each year. Our people are really interested and passionate about this topic – which is helpful for getting our messages and ideas out. They are some of our biggest advocates.

Rob: This really speaks to the power of engaging your people. Our offices are full of young talent bringing different perspectives and always pushing us to make a difference. Our Eco-Innovators network is a key example where internal dialogue has helped shaped our organisation. It started with around 30 people who were committed to climate action and has turned into a thriving community with almost 4,000 members globally who not only incentivise our people to make more environmentally conscious decisions in their personal life, but also proactively hold our business to account with how we can use our resources and services to drive forward sustainability. It's inspiring to see how our internal initiatives have grown and made such a significant impact, with the enthusiasm and commitment from our people at the centre of our efforts.

Gavin: And it's not just about the big

projects and commitments. The small, everyday actions we take and the advice we provide to our teams is equally important. We provide materials and guidance around efficient technology usage, including how we expect our people to run meetings differently.

Rob: Absolutely, which brings us nicely back to this concept of a holistic approach where it simply becomes part of the organisation's identity. And the kind of transparency and open dialogue that has been established with our people with regards to sustainability is key as we continue on this journey towards building a better working world.

Corporate Responsibility

Expanding grassroots and pro bono activities

Corporate Responsibility at EY means using our platform and resources to positively impact lives and help our communities.

Our grassroots activities in the UK demonstrate how Corporate Responsibility is integrated into various business areas across the firm. Our initiatives enable EY individuals and small committed groups to make tangible differences, emphasising the collective impact of personal actions. This approach highlights the significant role of fostering community engagement to implement positive change at a local level.

Pro bono work, for charities and social enterprises, is a cornerstone of our commitment to creating a better working world. This year, we worked on defining pro bono work as distinct from regular volunteering and have refined

our approach to its delivery. This approach has created clear governance, more robust decision making, better monitoring and reporting, and matches our support with the skills and experience of our people. It has been instrumental in aligning our efforts with our EY Ripples goals, ensuring the greatest impact possible for our beneficiaries.

We understand the importance of deploying our people to help create a better future for all and continue to evolve our approach, ensuring we're making a difference at the individual and community level. Supporting social enterprises throughout our communities that prioritise people and the planet is an integral part of our identity as an organisation.



Engaging at the community level

Our work has helped to elevate and strengthen social impact businesses in various sectors across our communities.

In FY24, we dedicated 16,765 hours to pro bono work, contributing to a total of 47,843 volunteering hours. These pro bono efforts are diverse and impactful, with EY professionals providing mentoring, training, tax reviews and consultancy to social enterprises.

Looking ahead, we see pro bono work becoming integral to professional development, with metrics for internal recognition and continued innovation in our projects and strategy, optimising societal good and inspiring more engagement in pro bono activities

As a long-standing partner of the UK charity [Social Business Trust](#), EY has also continued to support social enterprises through skilled volunteerism, fostering growth and positive change. This year, the EY-Parthenon Strategy team delivered high-quality pro bono consulting services to charities like [Khulisa](#) and [parkrun](#), aiding in their growth strategies and impact measurement. For Khulisa, we developed pricing models and income generation plans aligned with their three-year strategy. EY also helped increase participation and diversify the community for parkrun's five-year global strategy.

Through our global Corporate Responsibility programme, EY Ripples, this year we impacted 5,611,100 lives with the help of 4,486 volunteers.

Throughout the year, we worked at the grassroots level up and down the UK. These initiatives ranged from organising clean-ups and working with charities to help refugees, to assisting in fundraising and offering free computer programming workshops for young people across the UK.

While we work on large scale problems, we take pride in also championing local initiatives that impact individuals' daily lives.

To truly make a difference we need to engage with people and our communities directly. We're proud to have been working across the UK, with community leaders, small businesses, and on a personal level, to reinforce our identity as a firm that prioritises people and the planet in all that we do.

Left: Katie Robinson, EY-P Manager, and Casper the Lamb - on Jamie's Farm, part of the Social Business Trust portfolio

Community footprints

Catalyst Northern Ireland

About: EY sponsor the Catalyst Generation Innovation programme, aimed at empowering, and upskilling young people for the workplace of tomorrow. EY are also involved with Catalyst Schools, enhancing learning experiences by fostering relationships between school leaders, teachers, students, and the business community.

EY Impact: To date, Catalyst Generation Innovation has reached over 6,000 students across impact days and workshops. Catalyst Schools has become one of the largest programmes of its kind in the country, reaching over 26,000 students.

Birmingham Children’s Hospital Birmingham

About: From sponsored abseils, runs and skydives, to dragon boat races and charity football matches - EY Birmingham has been fundraising for Birmingham Children's Hospital (BCH)

EY Impact: Over £40,000 has been raised for the hospital, with EY Birmingham earning recognition for this as one of BCH's 100 Heroes and Corporate Charity Partner of the Year.

CoderDojo Edinburgh, Birmingham, London, Reading, Belfast, Manchester

About: Offering free coding workshops for 7-16 year-olds, including those supported by the EY Foundation. Participants meet peers, work on exciting projects and gain valuable skills for the future.

EY Impact: Over 200 EY employees have volunteered at events across seven offices, reaching 1,800 beneficiaries.

CleanupUK Manchester, Birmingham and London

About: We supported CleanupUK’s mission to tackle the UK’s litter problem by organising clean up events and talks on the importance of litter-free communities.

EY Impact: Bringing EY people together and raising awareness of important environmental topics in some of the UK’s most affected areas.

Birmingham City Council Birmingham

About: EY engaged the EY Foundation to work with Birmingham City Council on the “Beyond your Limits” programme, providing care-experienced young people with employability skills.

EY Impact: Through the programme the young people agreed they had a unique opportunity to find out about the working world and build their confidence in the workplace.

Refuweegee Glasgow

About: Supporting community-led charity Refuweegee, to provide a warm welcome and crucial assistance to forcibly displaced people arriving in Glasgow.

EY Impact: EY volunteers have dedicated time in the organisation’s ‘shop’ to provide refugees and asylum-seekers with free essentials, sorting goods and acting as translators.

South Gloucestershire City Council South Gloucestershire

About: EY collaborated with the local council to improve economic, social, and environmental well-being within the area. It delivered an outreach scheme for young people, facilitated work experience, access to digital equipment, partnered with local charities, and helped the Council model their pathway to net zero.

EY Impact: We delivered a 12-month programme of social value commitments quantified at more than £200,000.

The Felix Project London

About: Working with The Felix Project to feed local communities across London by rescuing surplus food.

EY Impact: EY volunteers enabled the distribution of more than 13,000 meals to frontline charities and schools, saving 5,460kg of surplus food from going to landfill.

MND Association Southampton

About: EY Southampton's office has worked with charity MND Association, to raise vital funds and increase awareness of their work.

EY Impact: The team ran “Eventathon” - raising over £8,500 through quizzes, sponsored walks and more.



Our evolving approach to DE&I

EY celebrates the diverse workforce we've built and the unique perspectives each employee brings to the organisation. This has created an inclusive work environment where more than 80% of our employees agree with the statement "I feel free to be myself".

To build on our successes of fostering a culture of belonging, we continue to upskill our people to lead with understanding and empathy. We invest in safe spaces and celebrate differences through our various networks and communities, encouraging people to speak up through accessible and supportive reporting channels.

As a result, initiatives like the Culture Shift Report and Support Tool and 'Let's Talk about Diverse Abilities' have been designed to promote an employee feedback loop and continuous education.

EY has also introduced a Social Mobility Network in partnership with EY Foundation, aimed at fostering inclusivity and offering a safe forum for our people from lower socioeconomic backgrounds and their allies to engage in discussions. We remain determined to lead the way in advancing social mobility and this ambition is central to our activities.

While our approach continues to evolve towards more comprehensively addressing the complexities within diversity, equity, and inclusiveness, the principles which underpin our work in this area have long been at the centre of our decision making.

However, we increasingly challenge ourselves to ensure we are actively contributing to levelling the playing field and breaking down barriers to opportunity, creating an organisation which is not only representative of the communities we serve but that those communities can progress at equal rates.

Achieving real equity means striving for proportional representation at every level, and by sharing our journey with honesty and transparency, we hope to encourage others to prioritise diversity, equity, and inclusiveness in their workplaces too.

Understanding of equity

Following an audit of our initiatives, we concluded that in certain places, inconsistent approaches across the employee lifecycle led to unequal experiences. Internal discussions raised the need to evolve from characteristic-specific interventions to a broader integration of equity and inclusivity.

We recognise that achieving equity requires an evolution in behaviour and mindset to remove both tangible and intangible barriers within the organisation. Our approach to driving this cultural change has included efforts such as engaging with leadership teams, upskilling managers to lead diverse teams effectively, and making changes to our practices and processes.

The Culture of Equity and Belonging programme, implemented across various teams, serves as a powerful example of this approach. It focuses on fostering behavioural changes that create an equitable environment, emphasising the importance of self-awareness, open dialogue, inclusive teaming, and coaching.

Continuing in-depth analyses of a wide range of data has enhanced our ability to identify and allocate key opportunities fairly, which is critical for success at EY. Additionally, our Equity Framework is working to debias our talent lifecycle to provide consistent experiences, and to promote systemic and sustainable change.

Right: Apprentices on EY Digital and Management degree apprenticeship programmes



Working towards targets

This year, Partners have committed to identify and address inequities within their sphere of influence.

This culture change and leadership commitment will move us closer to creating the equity required to close any pay and bonus gaps as well as make progress against our Partner targets.

Our pay gaps persist because traditionally underrepresented groups, such as women and ethnic minorities, are represented in greater proportions at junior levels compared to senior levels. This is why we have incorporated 'equity' into our diversity, equity, and inclusion strategy.

In 2018, we set ambitious targets for Partner representation, aiming for 40% female and 20% ethnic minority Partners, of which 15% would be Black Partners, by July 2025. Our goals are

intentionally high, and while having these targets has resulted in progress we might not otherwise have made (i.e. 28% female, 18% ethnic minority and 9% Black Partners), there is still work that needs to be done and increasing the diversity of our leadership remains a key priority for us.

Our approach to Partner targets is shifting from a focus solely on representation to a broader consideration of the systemic barriers that hinder equitable progression. This is reflected in the understanding that achieving sustainable diversity in leadership requires systemic change and continued action. Given this approach, and while we expect to fall short of our ambition, we continue to work hard to close our representation gap.

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This culture change and leadership commitment will move us closer to creating the equity required to close any pay and bonus gaps as well as make progress against our Partner targets.



Measuring impact and celebrating achievements

We have received several award and accreditations for our initiatives and role models this year, ranging from being listed in [The Times Top 50 Employers for Gender Equality](#), the [Social Mobility Index](#) and [the Stonewall Top 100 Employers 2024](#).

While we are proud of these achievements, we view the impact of our DE&I work beyond awards and accolades. We are increasingly focused on measuring the impact of our initiatives, such as tracking feedback, performance and promotion outcomes, and change resulting from learning programmes and talent development.

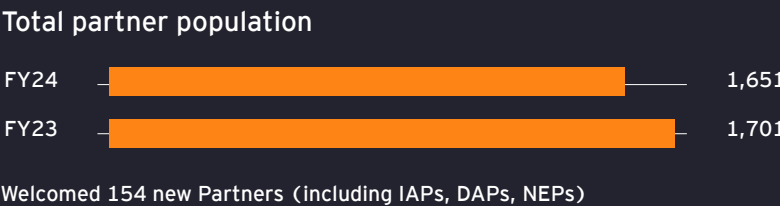
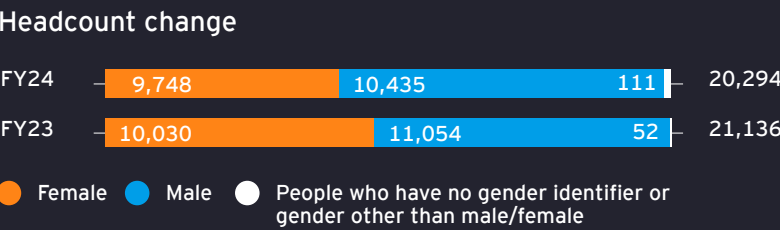
EY is taking a systemic approach to creating a workplace where everyone has the opportunity to thrive. While challenges remain, our commitment to transparency, and focus on measuring impact demonstrates our sustained dedication to improvement.

We will continue to collaborate with others in industry and across multiple campaigns and programmes to play our part in improving workplaces for all. We are determined to ensure continued progress on equity at every level of our organisation, support our clients in doing the same, and help push the agenda in the market.

Creating value with lasting impact

01 | People

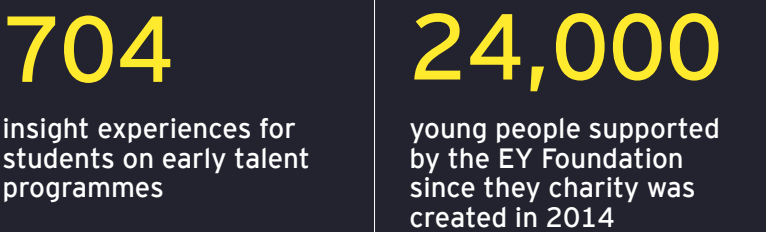
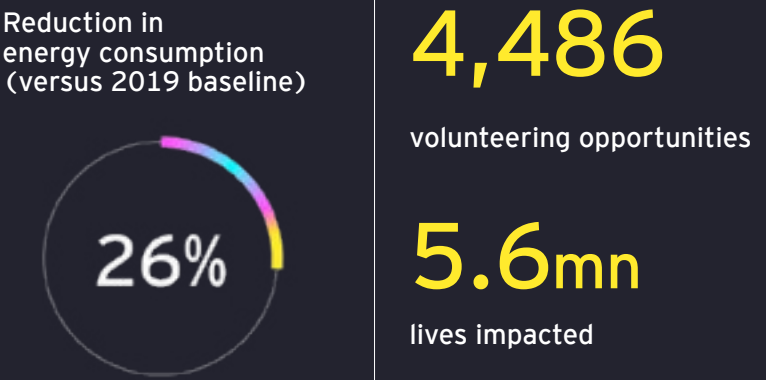
We dedicate significant time and resources to cultivate a diverse and inclusive workplace to ensure our people have fulfilling careers and reach their potential.



Discover more on page 13

02 | Society

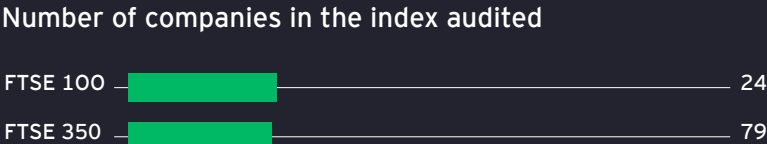
We take great pride in our active community involvement, committing resources to initiatives that deliver significant and credible positive societal impact.



Discover more on page 25

03 | Clients

We use our collective expertise, industry insights, data analytics, technology, and strategic alliances to deliver world class services, innovative solutions, high-quality products, and cutting-edge platforms that drive our clients’ success.



Discover more on page 46

04 | Financial

We make long term investments in our business that have been the foundation of our growth and have positioned us strongly to sustain and enhance this trajectory in the future.



Discover more on page 57

01|

CREATING VALUE FOR OUR PEOPLE

Having an impact begins with providing the resources for our people to achieve their potential and using our platform to build a better working world for all.

We believe that our people are our greatest asset, and we strive to create an environment where they can excel, grow, and make meaningful contributions both within the firm and in the broader community.

As we reflect on what we have achieved, you will see the impact of our people everywhere - helping our business succeed every day, going the extra mile for our clients and volunteering in all manner of ways in the communities in which they live. Of course, EY UK is more than a list of deliverables and we are collectively greater than the sum of our parts.

But the individuals who make up our number are the heart of our firm. This year, we asked our people to tell us about their own EY journeys: how and why they joined; what impact means to them and why they choose to stay. Their answers were varied and inspiring – and you can read their stories throughout this report.

EY is dedicated to celebrating diversity in our communities, recognising the unique strengths and perspectives that a diverse workforce brings. Through targeted initiatives and internal networks, we support and empower all employees, fostering a culture of inclusivity and allyship.

Training, mentoring, and accessible work experience programmes are central to our approach in ensuring the next generation of leaders is well-prepared and inspired

We provide our people with the resources, training and support they need to succeed in their careers and to make a lasting difference beyond our organisation. This includes the regulatory training we provide to train the next generation of Auditors. Professional training and development is enhanced by our EY Ripples programme, through which we enable our people to make a positive impact on individual lives and communities across the globe.

We employ more than 20,000 people across the UK, with 36% based outside of London.

EY has added 154 new Partners this year. In the UK 37% (57) of the new appointments were Equity Partners and around 25% of all the new Partner appointments are based outside of London. The total number of UK Partners is now 1,651 and 28% of our Partners are women.

In 2024, we recruited 2,400 people, 43% of whom were outside London and were evenly split between men

and women, and we promoted another 2,743. We have, as part of our recruitment efforts, ensured our processes safeguard and recognise the importance of attracting talent from a diverse range of backgrounds alongside business priorities. We welcomed 1,600 graduates, school leavers and interns with 46% based in regional locations outside of London. Around 10% of the EY student intake disclosed they were previously eligible for free school meals, which is a result of our commitment to social equity and targeted steps to close the recruitment gap by attracting talent from low-income backgrounds.

Nurturing potential

Building and maintaining a diverse, equitable, and inclusive workplace is one of the ways EY is helping to build a better working world from the inside out. It is also one of the ways in which we continue to attract and retain so many talented people.

Nurturing potential is a particular area of focus and this year we have offered an incredible 704 insight experiences for students on our early talent programmes. This included 372 students completing our Summer Internship programme and 45 students completing our Industrial Placement programme. Across both programmes, 63% of them joined us as graduates in September 2024.

This is complemented by our Careers Starters programme designed for school students to discover more about an EY apprenticeship. Three quarters of those who attended wanted to fast-track their apprenticeship application and over half of them secured an offer.

This year, we welcomed over 200 students from Year 13/S6 through to university onto our two-day immersive Discover EY programmes. Students gained insights into our business areas, developed key skills, and participated in exciting activities across three programmes, Black Heritage in Business, Social Mobility in Business, and Women in Business.





The tools of success

Providing the tools for our people to succeed is fundamental to how EY supports career development. This year, we introduced Management Essentials our new flagship development programme for managers across our business. Over the course of this two-year programme, our managers will undertake learning designed to build core management skills which brings

together human-centred leadership and a commercial approach. With these skills, our people will be better equipped to set the scene for success, spot opportunities to amplify the power of EY and deliver high quality work and unparalleled client service,

Building a culture of equity and belonging

The EY DE&I strategy is anchored in three pillars: creating a culture of belonging, accelerating diversity for all communities, and being a strong voice on DE&I. These pillars are designed to benefit both our people and our business.

In the past year, EY has made significant strides in promoting equity and belonging through our Culture of Equity & Belonging programme - including 20 leadership activation workshops, engaging 180 Partners across the UK.

The Culture of Equity & Belonging activation sessions, attended by EY leaders, focus on transforming how we think and operate around DE&I by leading differently, creating an empowering environment and levelling the playing field. Empowering senior leaders to drive change within their teams balances the challenge of scale versus depth of change required.

The programme aims to shift behaviours by setting out our ambitious DE&I goals against our current state, taking a deep dive on the root causes of inequity, and exploring practical solutions for equitable decisions that level the playing field. With peer coaching and accountability, the programme helps EY leaders with the confidence and commitment to drive culture change within their teams and the wider business, leveraging their awareness and power to address inequities and foster belonging.

Central to the effectiveness of the programme is the safe space it provides. Participants are encouraged to step out of their comfort zones for open dialogue across difference, that covers inclusive teaming, equitable coaching and development, greater awareness and role modelling.

A key highlight of the programme is the 100% commitment from leaders to actively identify and tackle inequities with over 300 practical actions recorded. This commitment has led to tangible outcomes, such as a 10% increase in reported equitable opportunities for women, a 21% increase for ethnic minorities, and a 39% increase for Black talent. Partners have continued to feed back on their progress, including the impact of reverse mentoring, work allocation reviews, and targeted career conversations.

Feedback from participants has been overwhelmingly positive and through these efforts, EY aims to accelerate progress and build a world-class culture grounded in equity and belonging.



Key highlights of the belonging programme

300

Practical actions recorded

10%

Increase in reported equitable opportunities for women

39%

Increase in reported Black talent

21%

Increase in reported ethnic minorities



Above: A meeting of the EY Black Talent Forum

Navigating the EY Culture: Black Talent Forum

This year, the UK DE&I team and EY Black Community hosted a Black Talent Forum. The forum provided a platform for discussion around career barriers, how to navigate them as a Black professional, success stories, and systemic change. Participants dived into their feedback environments, exploring opportunities to shape their career conversations and communicate their ambitions. Black Partners from across the business shared their lived experiences, insights, and advice with a dynamic Q&A session. Participants left with practical career actions, a stronger network, and inspiring role models from across the Partnership.

Creating space for all

EY has been included in The Times Top 50 Employers for Gender Equality, the UK's most highly profiled and well-established listing of employers taking action to create workplaces where everyone, regardless of gender, can thrive. We are also proud to be recognised in Stonewall's Top 100 Employers 2024 list, which acknowledges exceptional employers committed to supporting their LGBTQ+ staff and customers.

EY has been praised for creating a welcoming workplace where LGBTQ+ people can bring their full selves to work. Furthermore, we have invested in our networks through the Radius Network Leadership programme designed to enable and empower our Network Co-Chairs and Community Leads to effectively lead their communities. We have been recognised by Radius for clearly demonstrating our commitment to building belonging, fostering inclusion and investing in our people to drive innovation through the power of our networks.

Creating champions for inclusivity

The Inclusion Champions programme helps to build a culture of equity by addressing unintended barriers faced by members of underrepresented and/or minority groups.

As part of our culture change, we are working to embed equity across the employee lifecycle. While process changes can go some way in addressing unintended barriers, career outcomes are only as equitable as the individuals making those decisions. Inclusion Champions address the less tangible barriers to equity, such as bias, by acting as independent moderators in performance conversations.

These champions have a deep understanding of how inequities can manifest in processes and the importance of fair and equitable practices. Typically independent parties in performance conversations, they are trained annually and stay abreast of required DE&I learning, including Inclusive Leadership for All, Let's Talk About Race, Upstanding Interventions, and Diverse Abilities. By actively promoting DE&I resources, Inclusion Champions help inform and educate the manager group they support, fostering a more inclusive environment. Based on feedback that Inclusion Champions enhance the quality of and trust in performance conversations, they are now an embedded aspect of our performance management process.

Andrew Hurst
Senior, Assurance (Technology Risk)
Manchester

What makes you stay at EY? This is going to sound very cliché, but it's the people and all the different opportunities that are available here. I really enjoy the corporate responsibility work that I do as well and can apply the skills from my day-to-day work to it. I'm a trustee for a charity outside of EY, but it was also our office's chosen charity last year. I'm able to bring my professional and technical skills together to help other organisations.

What have you found most interesting about working at EY? Again, it's the people. With all the different backgrounds – both professional and personal – working with such a global community and seeing how people do different things, you're constantly learning every day. You're never going to be bored here.

What does having an impact mean to you? I think it means being able to look back and seeing how you contributed to a positive outcome. It could be winning massive client accounts, or it could be in a small way like helping a student that you're mentoring with their university applications and they get into their first choice university. So being able to look back and show what you've done in a positive light to help the organisation, our colleagues, and our communities.



Sally Yiallourous

Senior Manager
UK Corporate Responsibility
CBS

Tell us about your role at EY.

I'm our UK corporate responsibility lead. What that involves is making sure our people across the whole of the UK get involved in volunteering and fundraising as much as possible. It's an incredibly rewarding role because I can actually see the impact that our people – all 20,000 of them – have on the communities in which we work and operate. I'm privileged to be doing what I'm doing. I've been with EY for over 13 years now in various guises. I started on the graduate programme in our financial services risk practice, and after gaining my accountancy qualifications ended up running that very graduate programme for several years. But I was always drawn to corporate responsibility initiatives and got involved with it as much as I could around my day job. As our corporate responsibility work grew, we felt it really made sense to invest in that world. As a result, I was able to move into a role that we created to lead on our corporate responsibility efforts for the region. I'm extremely fortunate and it's a testament to EY that I've been able to shape my career at the firm in this field that I absolutely love.

What does having an impact mean to you? Impact is all about inspiration. I could speak to hundreds of people a day about corporate responsibility, but if I can inspire just one person to sign up, go out there and do something that makes a positive difference to their community, that's impact.

What has made you stay with EY for 13 years? I've been incredibly supported by the people here and that's enabled me to shape my career in the way I have. The firm's investment into corporate responsibility is obviously a huge factor. They know that as a corporation we have a responsibility to give back, so we invest in that both money and time and that is invaluable.

From a personal perspective, over the last six years I've gone on a massive journey with infertility and gratefully now motherhood. I've been supported by my teams to navigate all the challenges that come with this, including endless hospital appointments and multiple losses. I'm a massive advocate for talking about the difficulties that come with infertility and making the subject less of a taboo, especially in the workplace. With the support of my EY colleagues, the policies we have in place and the health benefits available to us I feel in a stronger position to tackle it all head on.



Celebrating inclusion with our peers

EY helped to champion [National Inclusion Week](#) across the UK to raise awareness of workplace inclusion and highlight its importance. This year's theme, #ImpactMatters, focused on promoting the positive impact of inclusion and recognising that every action – wherever you are in your inclusion journey – matters.

We are committed to building an inclusive workplace for all our people, all year round. Our ambitious inclusion goal is to achieve **“Inclusiveness for all groups, in every context - so that people can bring their authentic selves to work, which is good for our people and our business.”**

There are many ways to be an inclusive colleague or leader. Some actions are quick, like inviting a quieter colleague to speak in a meeting, while others require more time, such as completing an e-learning course. However, it's important to recognise that every inclusive action has a meaningful and positive impact on the experience of others.



Great minds don't think alike

Our Neurodiversity Community continues to play a valuable role at EY with the ambition to create an environment where neurodiversity is understood and supported, thinking differently is valued, and people can play to their strengths.

Running events throughout the year they have attracted thousands of participants beyond the UK to Neurodiversity November and Neurodiversity Celebration Week events. They were consulted during the development of e-learning and a neuro-inclusion toolkit to support our people, counsellors and managers. This year, they were recognised as a leading

employee resource group ERG, featured in [Made By Dyslexia's Intelligence 5.0 report](#)

EY have been working with global charity, Made By Dyslexia for over six years and this year we saw the launch of an EY Ripples volunteering initiative. EY people were invited to use their volunteering allowance to take dyslexia teacher training into schools to support Made By Dyslexia's ambition of training teachers in every school around the world by 2030. This programme started in the UK and is now running in five countries, reaching thousands of schools worldwide.

Supporting diverse abilities

In FY24, EY advanced its diverse abilities and neurodiversity agenda, focusing on physical, cognitive, developmental, learning, and neurological differences, as well as long-term health conditions and mental health.

Leveraging a partnership with the [Business Disability Forum](#), EY conducted a self-assessment, achieving bronze status and using the insights to develop a strategy for equity across the employee lifecycle. The UK DE&I team and EY Ability Network launched the “Diverse Abilities Steering Committee” to unify business leaders, ensure compliance and improve the experiences of people with disabilities.

Accessibility initiatives included our Accessibility Guides for internal and external visitors. Learning and awareness efforts featured the Diverse Abilities eLearning programme and the Toolkit for Neuroinclusive Teaming and Ways of Working, which has been adopted globally. These efforts earned EY a Level 2 status in the Disability Confident Scheme, showcasing its commitment to enhancing the lived experiences of its diversely abled communities.

Championing neurodiversity

As part of our ongoing work to promote neurodiversity, EY once again actively engaged in a global campaign aimed at transforming the lives of people who stammer, as well as benefitting employers and society more broadly.

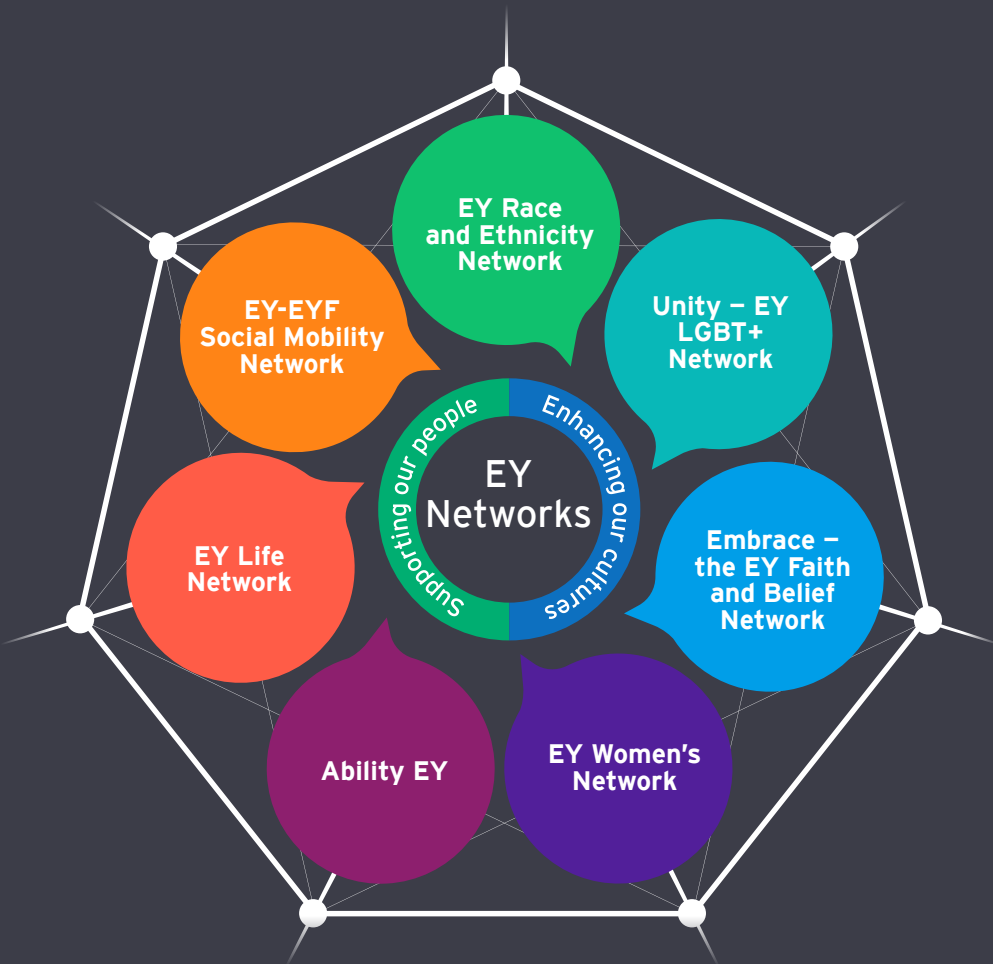
[50 Million Voices](#) is a charity with the objective of transforming the world of work for the 50 million adults of employable age all over the world with a stammer.

EY supported and participated in a global interview training event with the charity, involving more than 50 practice one-on-one and panel interviews with individuals who stammer, from 15 different countries. The event, which was open to both EY employees and those in our broader community, was rated as valuable by 100% of participants, with over 90% rating it as ‘very’ or ‘extremely’ valuable.

EY also hosted a 50 Million Voices webcast for our Purple Champions programme for people with disabilities and those interested in disability issues, across our EMEIA network. This sought to answer the question: ‘In a world that doesn’t listen, how can listening to stammering voices help us become more inclusive listeners?’ Again, feedback was extremely positive, with **Marta Snopek, EY EMEIA DEI manager commenting: “I must say, it did make me pause and realise how much more impact we can make when we are really listening.”**

Creating an environment where everyone's diversity and faith is respected

Our seven Employee Networks house more than thirty communities across EY, actively creating awareness and providing a culture of inclusion and belonging for all. These are voluntary groups of EY people that come together based on shared identity, experiences, and background.



Menopause support services

Consultations per year

6 x 30min

With a menopause trained health professional

Symptom assessment tool

That generates a tailored pre-consultation report

Information hub

Providing information and tips to help understand and manage symptoms.

EY is actively leaning into the conversation around menopause, fostering open discussions and providing practical support to both women and men. The firm has introduced Menopause Guidelines for Staff & Managers and the Menopause Matters Pathway Health, which includes support through a digital GP service. EY people are encouraged to discuss flexible working hours with their line managers to accommodate individual needs, recognising that menopause affects everyone differently.

As a societal issue that impacts up to 13 million women in the UK, EY is committed to destigmatising menopause. With the average onset of menopause at 51 and a current retirement age of 67 in the UK, women

may experience menopausal symptoms for up to a third of their working lives. Our menopause roadshow aimed to increase knowledge amongst younger age groups and men – to support menopausal colleagues and those outside of work, such as family members. After our first sessions, the Menopause Community grew by 10%, further helping to destigmatise menopause.

By promoting awareness and understanding, EY aims to create a supportive workplace environment where all employees feel comfortable discussing menopause and accessing the necessary support.

Jarell Robinson

Alumni
EY Foundation Smart Futures Programme
London

What have you found most interesting? I would say it's the people. I've met and connected with a lot of people, and I think that's the thing that really keeps me going – seeing the faces, seeing the smiles, hearing the stories. The fact that I can relate to some of the stories with the people that are senior level and within my sector makes me more motivated to get to that level. Hearing that they've come from kind of the same background and have sort of the same story as me, it just makes you more interested in to joining EY.

Can you share a few examples of who inspired you? One person in particular was Aisha, the host for my EY work experience. She started off in the school leavers programme and now she's helping me, for example, to get into one of the apprenticeship programmes. Hearing her story really inspired me. Because a lot of people, they would say, "Oh, the university route and get a degree." But because she took the apprenticeship route, it has led me in that direction as well.

There's also Graham. He was one of our panellists on our 'Dragons' Den' challenge. I was talking to him after, and he was just saying that he's always there to help me. He told me about his story, and it just really inspired me seeing that he is a Partner. It just kind of seemed like I can get to that stage.

What's something you think a peer would want to know about EY if they were interested in pursuing work experience there? The people. They're all friendly and down to earth. Some might hear a name like EY and have preconceived notions that everyone there is going to be all 'professional' and high up there. But in reality the people are so friendly and outgoing that it makes you comfortable to talk about yourself and the career you want. You have the ability to build relationships in a such a short period of time.

What does having an impact mean to you? Having an impact means changing one person's life. It could be as small as sharing ideas or as big as giving them an opportunity to get a career. Having an impact just means changing at least one person's life, and then that will have a domino effect. Change someone else's life and next thing you know, you've impacted the whole community. So I think having an impact to me would just be starting small and watching that grow.

You can quickly connect and build a network with a lot of people. So, if I were to tell somebody one thing it would be don't overthink it. Just join, get into it, get out there and make sure you're speaking to people. When you speak to people more, you understand that they're just people like everyone else.



Shaping industry leaders of the future

Mentorship is a cornerstone of our culture at EY. We worked with [Digital Boost](#) to connect our people with entrepreneurs, small businesses and charities, offering free one-to-one mentoring on topics such as strategy, sustainability, technology, tax, marketing and project management.

In the last 12 months, EY people have volunteered to take part in 230 personalised sessions, working with 165 UK entrepreneurs and non-profit organisations. Our mentors have also supported Digital Boost's in-person female founder and 'Solopreneur' events, by participating in workshops and networking to help create opportunities and support systems for future generations of entrepreneurs.

“

I have now had 2 sessions with Pedro [EY mentor], both of which have been fantastic and I have come away with some clear and actionable next steps each time. Pedro is incredibly helpful and gives so much value in our sessions and is a great sounding board.

An entrepreneur attendee

Right: Female Founders Connect event with Digital Boost on International Women's Day



Empowering female leaders

At EY, we're committed to building a better working world by advocating for change and accelerating gender parity within our workplace and beyond.

The EY Women's Network (EYWN) has continued its important work in empowering women to build their careers and enhance EY culture through gender diversity and inclusivity.

Over the past year, our membership has grown to over 4,000 people, with our annual International Women's Day Awards seeing more than 2,000 attendees join us virtually. Incoming Global CEO Janet Truncale set the tone for this year's event with her keynote address emphasising the importance of gender equity within the firm.

We have continued to raise our external profile while deepening internal engagement and expanding our collaboration across EY networks. We've also maintained our focus on increasing male engagement in gender issues and with the EYWN.

This year, we continued our bi-annual "Power-Up" sessions in the UK&I to expand the support systems available

to women across the organisation. These four-hour non-recorded virtual workshops, hosted by women across the EY network, allow colleagues to share stories of their experiences at the firm while offering guidance to those looking to shape and optimise their EY journey.

We have also continued the reciprocal mentoring programme, an initiative which pairs male colleagues with more junior female colleagues to encourage and support a two-way learning relationship while increasing male allyship support within the organisation. There were 112 people paired in a reciprocal mentoring relationship this year.

The Women's Network launched a transformative initiative to enhance face-to-face networking and leadership skills through monthly coffee mornings. These sessions have been a resounding success, with 12 influential leadership and management books being discussed across six sessions so far.

“

A really well thought out programme. I will definitely keep in touch with my mentor and would recommend participating in this to anyone else who was interested!

Feedback from mentoring programme.

“

Really good to hear ideas on leadership and progression from other women. I felt inspired after the session, only together we can be better.

Feedback from coffee mornings.

Katherine Bailey

Director, Marketing & Activation
CBS
London

Why is mentoring important to you?

I believe every young person deserves an opportunity to fulfil their potential. The attainment gap between pupils from low-income families and their peers has grown. I think most people tend to believe the gap is closing, but it's actually grown across all regions since before Covid. That's just so wrong and sits uncomfortably with me. There is so much untapped talent, knowledge and skills from a group of individuals who traditionally haven't been given the opportunity. We are in a privileged position to help bridge this gap and drive real social change.

What does having an impact mean to you?

For me, having an impact means creating lasting, positive change. An area that I am passionate about, is making a real difference by supporting the next generation of leaders. At EY, I've had the privilege of working with the EY Foundation, an independent charity supporting young people from low-income backgrounds. This work has been one of the most rewarding experiences of my career, knowing that in some way I'm helping to build brighter futures.

Everyone deserves a fair shot at reaching their full potential, and that's why I'm so passionate about the EY Foundation's mission. The chance to contribute to a brighter, more equitable future inspires me every day.

How can employees get involved with the EY Foundation? My advice is to start small like I did – volunteer for workshops. Soon you'll start putting yourself forward to be interviewed on a panel or take on mentoring. The EY Foundation is always looking for volunteers. It doesn't require much time, but it's high quality time you get to spend to have an impact and give back.



A portrait of Tarunya Kumar, a woman with long dark hair, smiling and wearing a red sleeveless top and a red necklace. The background is a blurred outdoor scene with trees and a building.

Tarunya Kumar

Partner, Tax
London

What kind of an impact can you have at EY? I think impact is in the hands of each individual at EY. Each person is in control of their impact here. You don't need sponsorship or a certain title. It's how you interact with people and how you choose to grow your team and the kind of work you're doing. Creating opportunities for people has an impact. The doors you open for them to new opportunities and clients has an impact.

What's next for you at EY? I've just come back from maternity leave after my first child. It's an opportunity for me to look at what I could be doing differently to support my clients and teams. We're going through an interesting and challenging economic period, and we're thinking about how we can support our clients through that change. I'd like to be a big part of driving that solution and help my clients navigate the challenges. That's central to what I do, and there's satisfaction in knowing that makes a difference in their businesses.

What does having an impact mean to you? Legacy. It's making a difference in someone's life for the better. It could be as simple as making someone's day better. You've thought about them, ensured that they're safe, comfortable, and fulfilled in what they're doing. For me, that's having an impact.

Leaders of the future

EY prioritises workforce diversity by striving for equitable representation across all levels, empowering employees from diverse backgrounds not only to succeed but to thrive within the firm.

The Future Leaders Programme (FLP) supports our Diversity, Equity and Inclusion (DEI) and Talent goals by identifying, retaining, and advancing high potential ethnic minority talent towards leadership roles. The initiative also engages wider stakeholders such as counsellors, service line leaders and sponsors to support a culture change programme and overarching goal of being a high-performing inclusive organisation.

The FLP has doubled participation figures and continues to see encouraging progression and retention rates for participants since its inception.

EY continues to invest early in up-and-coming talent with the Pathway to Partners programme, which is aimed towards potential future Partners two years before their admission. With hundreds of sponsors across the organisation, this initiative seeks to create empowered, purpose-driven leaders that bring out the best in others.

Through such holistic development programmes, EY adopts an adaptive, experience-led approach that allows employees of all backgrounds to excel.



Springboard for success

EY has worked with non-profit organisation Inspiration for All to help address inequality in classrooms and workplaces by supporting school leaders and young people in under-served communities.

Through the partnership, UK state school leaders are paired with EY Partners to build leadership skills that

A decade of impact

EY is proud to have continued its support of EY Foundation, an independent social mobility charity set up by the firm in 2014.

EY Foundation delivers programmes in collaboration with EY and hundreds of other employers across the country to give young people from low-income backgrounds the opportunity to develop employability skills, gain experience, and extend their networks, helping to ensure they thrive in the workplace. In the last year, EY Foundation supported 3,471 young people who were eligible for free school meals across nine regions.

In addition to the young people supported through their programmes, EY Foundation’s wider ambition is to create systemic change to ensure the

focus on personal development and effective communication, delegation and collaboration.

This past year, we’ve significantly expanded the programme, which now involves 13 EY Partners and benefits more than 500,000 pupils across the UK.

two million young people in the UK who qualify for Free School Meals have the same opportunity to succeed as their peers.

The close of the year marked the charity’s 10th anniversary and a moment of celebration in recognition of a decade of impact that has transformed the lives of over 24,000 young people across the country.

We know there is potential to be unlocked in young people and do not believe your background should determine your success; working in collaboration with EY Foundation, we are committed to advancing social mobility in the UK to the benefit of young people, employers, and society as a whole.

Right: Young people and a business workshop volunteer discussing presentation skills during the EY Foundation Your Future programme in Glasgow



Carol Kane

Manager, Consulting
Belfast

What made you want to join EY?

My friend worked at EY and loved it, so she referred me. She told me about people and the great friends she made in the organisation. She also told me how interesting the work at EY was. As I was going through the interview process, I learned more about the culture and heard about the kind of work that was offered, which excited me.

What has impressed you about how EY gets involved in communities?

I was on secondment with the mental health charity ‘Twining’ this year, and was impressed with how EY gets involved with communities. The Social Business Trust reached out about a Project Management role supporting Twining’s CEO which was amazing. There are so many opportunities for people to get involved even if it’s not necessarily in the sector that they’ve worked on previously. I had never worked in the charity sector before, but the experience was incredibly rewarding. This is something I appreciate about EY – they always encourage people to be curious and see what’s out there.

What’s something you’d want to convey to a new hire?

Build your network and don’t hold yourself back. Meet as many people as possible to find out what you like to do. Try different roles – try the private sector, public sector, and work on internal engagements. I think exploring different opportunities early is where you’ll find what you really enjoy doing from a professional perspective but personally as well.

What does having an impact mean to you?

Having an impact means engaging in work that not only brings a sense of personal fulfilment but also contributes positively in the broader context. It’s being able to see the change and impact you make.



Brighter futures

In 2023/24, EY continued its strategic collaboration with the [Thomas Coram Foundation for Children](#), supporting its mission to create lasting positive change for children and young people. This collaboration has been pivotal since 2021, particularly through the [Coram Innovation Incubator \(CII\)](#), which aims to generate, test and scale innovative solutions for the children’s social care sector.

Our contributions over the past year have included leveraging its network and experience to highlight innovative practices addressing key sector challenges. Notably, EY played a significant role in two of the CII’s webinars: one on Cultural Competence, which focused on behaviours and actions social care staff can adopt to better support all children. The second was on Workforce Recruitment and

Retention. These sessions, attended by around 100 professionals, were praised for sparking innovation and motivating transformative changes within the sector.

EY also connected Coram with an organisation who introduced them to a US-based child welfare expert, leading to the creation of the [Coram Innovation Playbook](#). This online resource bank showcases innovative projects and initiatives, supporting the adoption of exemplary practices across the sector.

Through these efforts, EY has demonstrated its commitment to enhancing the delivery of positive outcomes for children, young people and their families by encouraging innovative practices within the children’s social care sector.

This year, EY Northern Ireland was the proud sponsor of the [Social Mobility Business Partnership’s](#) work experience programme, a volunteer-led charity that unites over 200 commercial organisations, professional services and sports teams across the UK to support students from low-income backgrounds in pursuing business careers.

We hosted 10 students aged 17-18 from various schools across the region, offering unique insights into EY operations and career pathways, as well as inviting students to hear from current EY apprentices. The day also featured engaging skills sessions on career discovery, time management and app design.

Championing health and wellbeing

Prioritising and supporting the health and wellbeing of our people and communities is important for us at EY.

EY participated in the [National Health and Wellbeing at Work Conference](#) and partnered with its occupational health provider to deliver a comprehensive knowledge programme for its UK&I employees, promoting the benefits of a wellbeing culture, mental health awareness and wellbeing advocacy. This involved delivering three monthly webinars, including one specifically for managers, which were designed to enhance people’s knowledge, skills and confidence about important topics including stress, men’s mental health, menopause and long-term health challenges. All webinars were facilitated by qualified health and psychology experts.

Health EY also delivered a wellbeing week, addressing key topics including domestic abuse, sleep, gambling awareness and menopause. The wellbeing week consisted of several webinars, delivered by a range of organisations, including, domestic abuse and modern slavery charity [Hestia](#), and [GambleAware](#).

A holistic approach to wellbeing

Our MyRewards programme is designed to enhance employee experience and create an environment where everyone feels valued and empowered to make more sustainable choices.

Ensuring our people have a holistic work-life balance and opportunities to engage with our local communities is the foundation of MyRewards. Benefits include access to comprehensive paid medical insurance, gym memberships, access to wellbeing apps, flexible working, travel insurance, and an annual £500 Spend Account to invest in their health and wellbeing.

Our people also have access a digital GP service which provides around the clock access to unlimited GP consultations with the option to choose your GP by gender and rebook with a GP you have seen previously. Digital GP also includes video consultations, in-app repeat NHS prescriptions, a medication reminder service, and paediatric GP consultations.

Initiatives such as [Payday PennEYs](#) and the [‘Cycle to Work’](#) scheme are helping our people feel incentivised to work towards benefitting society.

Addressing the cost-of-living crisis

In 2023, in response to the cost-of-living crisis, we continued our Financial Wellness Series. Our Financial Wellness Series covered a wide range of topics concerning all aspects of personal finance, recognising that women have appreciated the focused support, and suffer disproportionately from the gender pay gap and gender pension gap. As part of the series, we invited experts to walk attendees through how to design and manage a budget, how to identify their financial ‘personality’, advice about paying down debt, how to plan for retirement and an introduction to investing. This series has included some of the best-received events we have run as a network in recent years, particularly those regarding planning for retirement and investing, which were tailored specifically to an EY audience. There was a total of six virtual sessions with an average attendance of 250 people.



Boosting job opportunities in Northern Ireland

EY continues to make dedicated efforts to attract talent across all regions of the UK.

We launched a high-visibility brand campaign promoting and celebrating the firm’s commitment to growing its presence in Northern Ireland. The campaign announced our plan to create 1,000 new roles across the region over the next five years, expanding both client and career opportunities.

This led to a 42% increase in student applications in the region compared to the previous year. Additionally, in June and July, we welcomed 16 Summer Interns and 8 Industrial Placement Interns to the business.

This activity also supported other hiring initiatives, including the great results we saw in Catalyst’s Generation Innovation Work Experience Programme.

An aerial photograph of a large, diverse crowd of people gathered in a public square. The people are engaged in various activities, some sitting on the ground, others standing and talking. A large, colorful rainbow umbrella is visible in the upper left. The ground is paved with large, light-colored tiles. The overall atmosphere is one of a vibrant, inclusive community event.

02|

CREATING VALUE FOR SOCIETY

At EY, we believe we have a duty to act responsibly and in the long-term interests of all stakeholders. We are committed to delivering sustainable growth and creating positive long-term impact in communities across the UK.

EY has implemented innovative policies striving to reduce our environmental impacts and empower our people to make more sustainable choices in their daily lives.

In our communities, our collaboration with the UK government to lead the energy transition underscores our dedication to a sustainable future. We also engage in large-scale clean-up projects and initiatives to donate meals, addressing hunger and environmental concerns simultaneously. Our impact-based pro-bono consulting services further extend our reach, providing valuable expertise to organisations that drive social change.

Delivering sustainable, consistent high-quality audits that serve the public interest is a priority for EY UK. Our audit quality strategy is refreshed each year to support the attainment of this goal and in particular achieving consistency. Our Audit Quality Programme is well established, and we continue to develop a wide range of initiatives – including Audit Quality roadshows to focus on the mindset for delivering against the essential attributes for any audit business - right resources, right first time and right reward. Our full Audit Quality Strategy and 2024 deliverables are available in our [EY UK Transparency Report 2024](#).

Moreover, advancing social mobility remains a cornerstone of our societal impact strategy. Through various programmes, we are creating opportunities for individuals from all backgrounds, helping them to achieve their full potential.

From sustainability efforts to community engagement, EY is steadfast in its mission to create lasting, positive change for society.

Pollinating our planet

EY has partnered with [The Good Bee Company](#) to support biodiversity and the sustainability engagement specialist’s mission to bring people, businesses, and communities together to make corporate sustainability more than just a ‘buzzword’.

We have supported the creation of bee colonies in London, Birmingham, Edinburgh, and Glasgow, highlighting the importance of helping to sustain healthy pollinator populations and foraging environments for all wild pollinators, and have held staff engagement events at six EY offices.

We are also utilising the honey from hives in our hospitality and retail spaces and, through our school outreach programmes, are using our colonies to

help educate students on the benefits that bees and other native pollinators have on the planet - an aim we share with the [Bumblebee Conservation Trust](#) who we partner with via EY Ripples.



Above: A beehive from The Good Bee Company initiative in Edinburgh

Paul Kouassi
Senior Associate, Finance
London

What's the most interesting part of working at EY? It's the career development. If you're someone like myself who loves to be continually learning and adding new skills, there are a tremendous amount of networks and resources to tap into to continue growing. For example, I was doing research and discovered an amazing tool that I thought would be helpful for the team. I brought it to my manager, and he let me lead a project using it as part of my learning development. I was able to bring someone on to support me with the implementation, and over the course of a few months we put this amazing tax module in place for reporting that enables the management team to make better decisions. The people here are always willing to hear new ideas and help turn them into tangible solutions for our work.

What has made you stay at EY? Being part of EY, there isn't a barrier between the senior level and other employees. To me, it feels like a family. Career-wise, there is so much opportunity at the company for you to do what you want. And as a father of three, the flexible working really helps create a balance between my work and my family life.

What does having an impact mean to you? Achievement. When you have an impact, you feel like you achieved something. You feel like you're helping people. You feel proud.



Above: Peanut, one of the elephants identified through the EY Ripples Elephant ID initiative in collaboration with Zooniverse

Cultivating conservation efforts

We enable our employees to engage in conservation efforts, no matter where they are based.

Through the EY Ripples Elephant ID initiative in collaboration with Zooniverse, EY people have joined over 2 million Zooniverse volunteers worldwide to participate in citizen science, aiding in scientific research. Our volunteers also joined an EY-hosted webcast featuring the initiative’s lead researcher, Dr. Sarah Huebner, to educate our employees on the direct impact their work is having on elephant conservation.

More than 8,000 people globally have registered for the Elephant ID initiative on the EY Ripples portal. Our UK

people have played their part in this, with classifications helping to teach machine learning models that could eventually be used to help verify and further classify wildlife imagery data, thus improving statistical accuracy and alleviating challenges for researchers.

A long-term goal of the research is to help understand male elephant social behaviour, how it may differ in areas dominated by bulls in comparison to those dominated by breeding herds, and what impact social interactions have on learning abilities and information transfer. Such research is fundamental to being able to predict responses to changing ecological conditions and human encroachment.

Supporting the energy transition

Sustainability is deeply embedded in our mission at EY.

Since summer 2021, we have been the trusted programme partner of the Electricity System Operator (ESO) in the creation of the National Energy System Operator (NESO). This new independent organisation sits at the heart of the UK’s energy system and aims to serve the interests of our society, economy, and local communities.

In the drive towards net zero, the UK needs to shift its reliance away from fossil fuels and towards cleaner sources of energy. NESO will play a critical role in this transition and, as the ESO’s programmes partner, we are helping it to undertake this monumental task.

We have supported ESO to become a standalone organisation by separating from its parent company, National Grid. Our team worked alongside ESO to design the operating model for its enabling functions, supporting its smooth transition from an

organisation of 1,000 people to more than 2,300. Full separation and launch of NESO was successfully achieved on 1 October 2024.

We also supported the company’s large-scale transformation to help it fulfil its new obligations and industry roles. NESO will provide an independent view of the entire energy system, making strategic decisions which are expected to deliver up to £2.5bn of value to UK consumers.

This support combined the full breadth of our offerings, with a core team spanning business, people and technology consulting, alongside key advisors from Strategy & Transactions, Risk, Tax, and Financial Accounting Advisory Services (FAAS).

We are now proud to be working directly with NESO as it continues to transform, and we are confident that NESO will be pivotal in ensuring a cleaner energy future.



A portrait of Joel Fisher, a man with short dark hair, smiling and looking slightly to the right. He is wearing a light pink sweater with sunglasses hanging from the neckline. The background is a soft-focus outdoor scene with a sunset or sunrise sky.

Joel Fisher

Senior Manager, Strategy and Transactions
London

What does having an impact mean to you?

Having an impact means not always knowing the impact we are having but living in the hope that what we are doing, and the authenticity we are bringing, is creating ripples that will, in time, turn into waves of change.

What kind of impact can you have at EY?

You can have as big an impact as you want. I think it's in the hands of the individual as to how they would want to impact the world. This can be in small ways, or at a much larger scale. We've supported projects where thousands of jobs have been saved through successful administrations and refinancing or resales of companies.

If I'm thinking about my impact on people, I try not to look too far away from the workplace. The impact we can have every day on the people around us just by being our authentic selves is substantial. We often forget that many at EY are young – graduates or even just out of secondary school – and they are still finding themselves and their identities. For them, and indeed those more advanced in their careers, seeing authenticity, imperfection, the beauty of diverse thoughts, can help them find their voice in the room, and indeed discover more about themselves.

What is something surprising about EY that someone outside of the firm should know?

I think someone outside would be surprised by how naturally inclusive the culture at EY is. This is an underestimated aspect of working at EY. While we are a performance-driven business, we are also people-driven and strive to find balance between the two. There is consideration, there is understanding and there is care. The company understands that a happy group of people is a higher performing group of people.

Scaling carbon markets

EY played a crucial role in designing infrastructure to scale the Voluntary Carbon Market (VCM) and advising on the launch of a new carbon markets utility.

We worked with the [Global Carbon Market Utility \(GCMU\)](#) to design key capabilities of a centralised market utility to ensure trust and scalability in carbon markets by standardising fungible carbon units and atmospheric carbon impact delivery. Leveraging global expertise across the EY network, we provided advisory services to support GCMU define their market offering and prepare for their launch.

Over 100 EY professionals from around the world contributed, demonstrating exceptional innovation and collaboration. We defined process, data, and risk management considerations for a standardised fungible unit of carbon as well as developing a clickable wireframes prototype to visualise the carbon journey through ledgers.

Our teams established an initial operating framework, including key organisation functions, services, membership, governance structure, and risk management, which helped define the client's commercial model for onboarding market participants. Additionally, we conducted a horizon

scan of market participants and developed an initial stakeholder engagement strategy, outlining the value proposition of GCMU in the voluntary carbon market and financial market stakeholders.

Our extensive experience in setting up new financial market infrastructures and deep expertise across voluntary carbon markets, sustainability, technology, legal, risk, sustainability, and strategy uniquely positioned us to support the client's needs. Our efforts are helping to address trust and transparency issues in the market, build capabilities to support new business forms for other clients, and help to scale the VCM and deliver significant climate impact.





Sustainable markets initiative

EY is proud to continue our work with the [Sustainable Markets Initiative](#), the global CEO-led private sector organisation founded by His Majesty King Charles III in 2020 when he was The Prince of Wales. Following the [Terra Carta](#) and [Astra Carta](#) mandates to accelerate a sustainable economic transition, the Sustainable Markets Initiative brings together industry transition hubs, financial task forces and regional and county councils. EY secondees have supported the Initiative on a range of projects to advance organisational aims and objectives.

Accelerating sustainable finance

In September 2023, at the [Royal Observatory in Edinburgh](#), EY, [FinTech Scotland](#), and Space Scotland launched the first of three accelerator sessions to consider the potential of Space Data in advancing sustainable finance outcomes.

The first session brought together financial service firms, FinTechs, and SpaceTechs to identify over 40 use cases, while the second, hosted in EY Glasgow, ran collaborative working groups to focus on four of these: commodities management, housing ecosystems, woodland usage and a digital twin of planet Earth.

The final session featured eight pitch presentations, with judges selecting a collaborative proposition between [EarthBlox](#) and [Environment Systems](#) to optimise agricultural commodities management through Space Data. The winning team was awarded a month in the new EY Edinburgh FinTech Lab to refine its proposition.

During their time in the Edinburgh Lab, EY global Innovation leadership collaborated with the winning team to address commercial construct challenges and implementation barriers. Our specialist customer experience and digital innovation agency Seren provided design-led thinking, while

EY Space contextualised market opportunities, Technology Consulting challenged future development priorities, and the global EY FinTech team drove a shift in commercial mindset. This comprehensive support helped the team scale its proposition for mass adoption in financial services firms, opening new opportunities with clients.

Our efforts have positioned us as a leader in delivering innovative solutions using Space Data, with EY staff donating 400 hours in FY24 to this initiative. By supporting accelerator events and identifying viable use cases for Earth Observation Data, EY is accelerating the identification of financial service sustainability use cases and pioneering new ways of working with clients.



Priyanka Arora

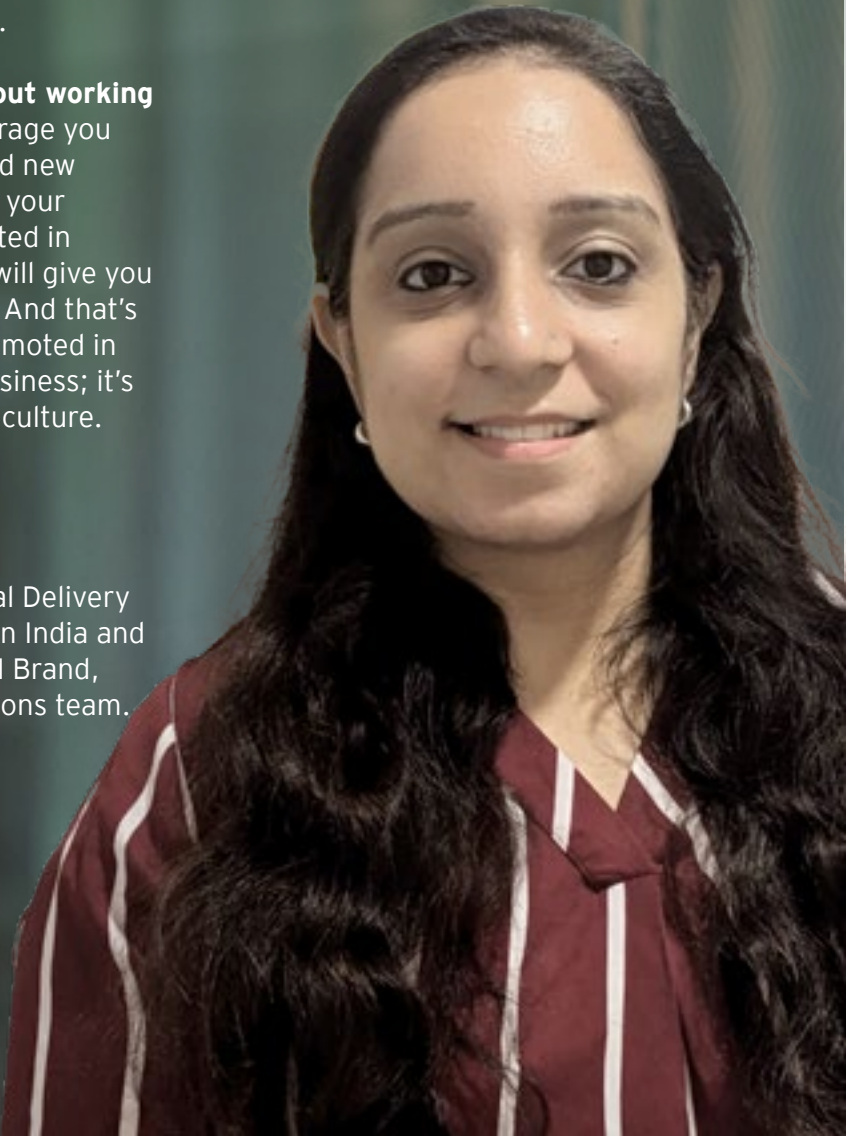
Senior Associate
GDS - CBS
Gurgaon, India

What kind of an impact can you have at EY? I participated in an EY-sponsored clean-up drive and initially thought of it as a one-off activity. But even after it was over, a colleague and I saw a piece of plastic on the ground, picked it up and put it in the bin. That's when I realised when you're volunteering in activities like this, the purpose isn't just to clean an area once a year. The purpose is to change your mindset. So I think I can really create an impact by changing my mindset, and for me that's being more sustainable by being aware of the things happening around me.

What has surprised you about working at EY? People always encourage you to take new opportunities and new challenges. It doesn't matter your rank or role. If you're interested in something, the people here will give you the opportunity to pursue it. And that's not something that's just promoted in one particular area of the business; it's part of the entire company's culture.

Priyanka is part of our Global Delivery Services (GDS) team based in India and is an integral part of our UKI Brand, Marketing and Communications team.

What does having an impact mean to you? Having an impact is when you're positively impacting lives. I believe that is what everyone should be attempting to do in both their professional and personal lives. What's fantastic about EY and why I think impact is such a part of our identity, is we've created a company culture where positively impacting lives and going about our daily work are more often than not intertwined.



Making better decisions about nature

EY partnered with not-for-profit Global Canopy on a pro-bono basis to assist South American financial institutions in identifying nature-related dependencies, impacts, risks, and opportunities. We piloted the LEAP (Locate, Evaluate, Assess, Prepare) approach, integrating nature-related considerations into their business processes. Contributions included developing and translating training materials and facilitating workshops to support the pilot's execution. The training material was published on Global Canopy's website in early October 2024, further aiding institutions in establishing robust internal processes for assessing nature related issues.



Above: The UK Neuro-Diverse Centre of Excellence (NCoE) and National Autistic Society (NAS) garden at the Chelsea Flower Show 2024

Thinking differently

Our Neuro-Diverse Centre of Excellence (NCoE) worked with the National Autistic Society to provide support for a show garden for the 2024 Chelsea Flower Show.

Through the theme of “masking”, the project aimed to inspire understanding of the conscious or subconscious suppression of behaviours and difficulties in social interaction that some neurodivergent people may face.

The NCoE curated a group of 20 senior stakeholders from our largest clients to discuss the value of neuroinclusion and cognitive diversity, followed by a guided tour of the garden as well as hearing directly from its designers.

At EY, we believe neuroinclusion provides significant benefits for to the future of work, offering a solution that can drive answers to higher staff retention, more productivity and greater innovation, while closing the skills gap and positively impacting the lives of a key group within society.

We strive to highlight the tangible benefits of neuroinclusion through our NCoE network and in alignment with fulfilling our mission to build a better working world. In working with partners such as the National Autistic Society, we are well-positioned to advance our commitment to creating a more diverse and inclusive workplace, both within the organisation and across the broader business community.

Entrepreneurial winning women programmes

Supporting and empowering female entrepreneurs is crucial for fostering innovation, accelerating gender equity, and supporting economic growth.

EY researched the challenges female founders face when scaling their businesses. Despite many women starting dynamic companies globally, they encounter unique barriers as they grow their businesses, highlighting the need for better access to an organic entrepreneurial ecosystem.

To tackle this challenge, EY Entrepreneurial Winning Women™ offers support to female entrepreneurs who have built profitable companies and are looking to scale their businesses sustainably. Each year, a select group of women gain access to EY networks and resources to achieve sustainable growth.

Below: EY Entrepreneurial Winning Women programme UK participants

UK participants receive an EY mentor and become part of an alumni community, providing a valuable platform for exchanging experiences and receiving broader support during their growth journeys.

The programme has grown into a vibrant global community of successful entrepreneurs and inspiring peer role models, spanning 60 countries and over 1,000 alumni.

EY Entrepreneurial Winning Women™ programmes includes a customised executive education portion with year-round activities designed to accelerate sustainable business growth, as well as offering formal and informal learning opportunities; dedicated mentors; introductions across EY global network and our external network; moment-in-time events to connect,

share experiences, build relationships and grow.

We also invite Winning Women to attend EY Strategic Growth Forum event, where they can expand networks, participate in panels, attend one-to-one meetings and explore high-value networking opportunities. They may also bridge to our EY Entrepreneur Of The Year Awards, and other entrepreneur-focused channels, activities and programmes.

Winning Women must demonstrate the necessary qualities to take full advantage of programme participation (ambitious company growth goals, energy, creativity, entrepreneurial purpose and passion). Applicants are reviewed by a panel of independent judges, featuring successful entrepreneurs, investors and business leaders.

Namir Chowdhury, MBE
Manager, Life Actuarial Team
London

What does having an impact mean to you? I think if I can look at my life and say I've positively influenced one person, if something better has happened to them because of me, whether it's a new opportunity or it's a new skill, even a new outlook, that is having an impact. I mean, even a positive conversation can change people's lives more than we can know. If I can look back and say I've done that to at least one person, that's an impact because that has such a virtuous cycle. That person being positively influenced will indirectly influence another person, and eventually our communities to create these positive cycles.

How did you get involved with supporting youth empowerment? While still at school, I noticed a friend post something on social media that seemed pretty concerning, so I reached out to see if she was okay. At first, she didn't know if she wanted to talk to me, but then she started to open up and express how she was really feeling. Sometimes, it can be useful to talk to someone that you don't really know well because there isn't the same level of anxiety or fear of embarrassment. And after a while, I realised that this was my first exposure to someone going through a mental health crisis. Over time, our conversations ended up helping her to address how she'd been feeling and ultimately be in a much better place. I also began to think, if this is happening to one person, how do I use my skills to address it more systemically and tackle the wider issue of mental health. So I decided to get involved with my local youth council and things grew from there. Now I have a wider mandate across Europe and the Commonwealth where I'm lucky to work with other really cool young leaders who are making change at local and national levels.

What have you found most interesting working at EY? The short answer is the people. It really blows me away the level of expertise we have in so many different directions and how accessible that is. I think what really struck me is if I need to know about a niche sustainability regulation and how to interpret a particular metric, I know exactly who to go to and they'll give an answer at a simple level and one more sophisticated. People just know so much and they're so willing to help. And that means I've been able to absorb a lot of information and expertise, and it also gives me a willingness to reciprocate and help someone else.



Championing gender equality through collaboration

We are dedicated to creating a more equitable working environment by promoting gender equality and championing change across all our UK offices.

The Supper Club is a series of events aimed at bringing together female entrepreneurs, business owners and leaders in the local market to create a network of likeminded women that encourages collaboration rather than competition.

Involved since its inception in August 2023, EY team members Steph Hobbs, Business Development Manager, and Private Tax Senior Manager, Jill Cruickshank have collaborated with peers at [BGF](#), [RBC Brewin Dolphin](#), and the [Scottish National Investment](#)

[Bank](#) to convene this vital network. It brings together and champions the achievements of women from across various fields such as life sciences, talent acquisition, renewable energy and strategic design, from start-ups and scale-ups through to fourth generation family businesses.

EY hosted the fourth event of the series, welcoming a cross section of female trailblazers, including alumni from EY initiatives such as [Entrepreneur Of The Year](#) and [Entrepreneurial Winning Women](#). Alex Fogal, Head of EY Private in the North, delivered the event’s keynote address, sharing her experiences as a woman in business and the importance of an organisation’s people and culture in empowering women in the workplace.

Below: The Scotland Supper Club bringing together female entrepreneurs, business owners, and leaders



More opportunities for diverse suppliers

EY has invested in two platforms to support the inclusion of diversity in our supply chain and provide opportunities for SMEs to work within our organisation.

[SupplierLink](#) is an online portal connecting EY with small, minority-owned, diverse, LGBTQ+, and veteran-owned suppliers. The platform enriches the supplier experience with EY by providing key resources, informal “Coffee with” sessions, and opportunities to bid for work, as well as ‘fit for purpose’ terms and faster payments which underscore our commitment to a better working world.

SupplierLink is a strategic investment that ensures our suppliers receive the same high-value experience as EY clients. With over 300 suppliers already registered by EY, we aim to leverage this tool to drive increased procurement opportunities for diverse suppliers and SMEs across the value chain.

A second tool, Pulse, is for our larger strategic suppliers who provide services to our core business functions. The supplier and EY Teams go through a quarterly business review and then provide scores based on feedback. EY scores each supplier after every session and through Pulse, has partnered with climate action platform [Ecologi](#), who plant a tree for each set of scores on behalf of our customers and suppliers. These trees are planted worldwide, further promoting sustainability. As a result of using the Pulse Supplier Management tool, 58 trees have been planted in 2024.

Joseph Lubinsky

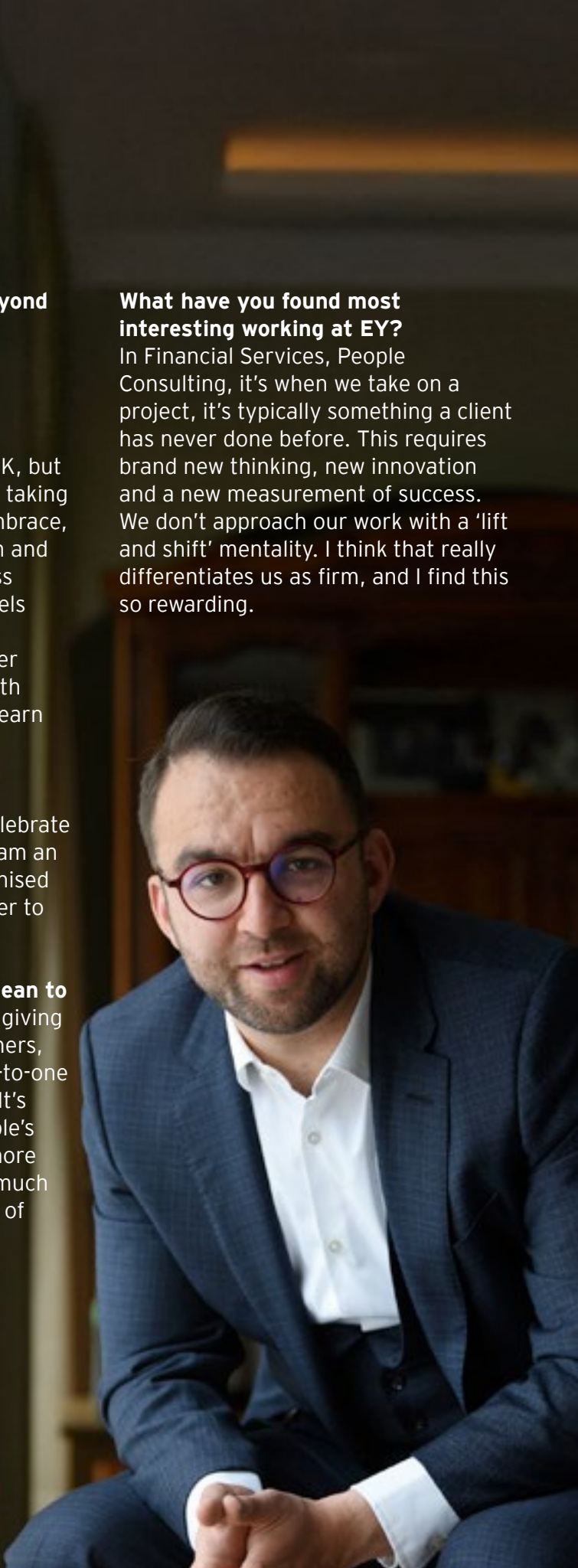
Manager, Financial Services, People Consulting London

How are you involved at EY beyond your day job? I have been the co-chair of one of our faith communities at EY, responsible for supporting colleagues, and contributing to the belonging strategy for EY not only in the UK, but internationally as well. I am now taking on more responsibility within Embrace, as Chair of the EY inclusive Faith and Belief network, raising awareness for all faiths so that everyone feels welcome here. I am driven and passionate about creating greater collaboration between all our faith networks as there is lot we can learn from each other.

In addition to this, I have hosted multiple award ceremonies to celebrate the success of our colleagues. I am an advocate for people to be recognised for the fantastic work they deliver to our people, clients and society.

What does having an impact mean to you? I think having an impact is giving to others. It’s being there for others, supporting them, both on a one-to-one basis but also on a larger scale. It’s giving my time and making people’s experience at work easier and more enjoyable. I believe in giving as much as possible, and through the act of giving you can have an impact.

What have you found most interesting working at EY? In Financial Services, People Consulting, it’s when we take on a project, it’s typically something a client has never done before. This requires brand new thinking, new innovation and a new measurement of success. We don’t approach our work with a ‘lift and shift’ mentality. I think that really differentiates us as firm, and I find this so rewarding.



Driving sustainability
in our events

We prioritise sustainability in our event planning and our BMC events team has gone to great lengths to ensure minimal carbon emissions and environmental impact while delivering exceptional client experiences in our high-profile events this year.

Below: The Chanel exhibition at the V&A

Chanel exhibition

In 2023, EY hosted exclusive receptions for the Gabrielle Chanel: Fashion Manifesto exhibition at the [Victoria and Albert Museum](#) in London.

Together with our production agency, Event Concept, we minimised carbon emission with transport, implemented energy efficient lighting and used recyclable material – ensuring these were either reused, properly recycled, upcycled or donated to locally, for example to a secondary school for their Design & Technology lessons.

We worked with catering company [Zafferano](#) to create zero waste menus that concentrated on ‘root to fruit’ & ‘nose to tail’ food preparation. Surplus food was redistributed through charities including [The Felix Project](#). Plate waste was also addressed through Zafferano’s partnerships with food waste charity [Plan Zheroes](#) and food-sharing app [Olio](#).

Eco-conscious company [Veevers Carter](#) elevated the sustainability of our floral arrangements by using paper florals made from recycled materials, which were then reused – initially for our second reception and then responsibly recycled.

EOY celebration dinner 2023

Our annual EY Entrepreneur of The Year celebration dinner was hosted at the [Tate Modern](#), celebrating entrepreneurs who are building and leading fast growth businesses. For this event, our creative agency partner, Chorus, helped to create an emissions report, allowing us to monitor our progress and identify key areas for improvement at future events.

We worked with florist Gail Smith, a long-term partner identified through our DE&I portal SupplierLink.

During the event, local, sustainable, flowers were used before being donated to Floral Angels, a charity run entirely by volunteers, which repurposed them for use in hospices and care homes for the elderly.

Partnering with catering company [Alison Price](#) and the charity [One Feeds Two](#), for every guest at our event, we donated the cost of a school meal to a child in one of the world’s poorest communities. This event alone resulted in the successful donation of over 300 meals.

The catering company sourced local season food wherever possible and worked with suppliers practising sustainable farming. They also monitor what food is being returned and change menus accordingly, to minimise the amount of leftover food.

UK Partner meeting

Using in-house events managers with expertise in sustainable initiatives, we focused on reducing our environmental impact at our 2023 UK Partner Meeting

Paper waste was minimised by re-using lanyards, using recyclable print materials and only using a digital survey.

All our supplies were local to London and our production partner, [Cheerful Twenty First](#), helped create an emissions report to monitor our progress and identify key improvement areas. 40% of the venue electricity was renewable.

Our catering company, [Tobacco Dock Food](#), sourced local and seasonal ingredients where possible, and surplus food was redistributed to charities. Through [City Harvest London](#), attendees contributed food donations in the equivalent of 86 meals for the local community facing food poverty.

Disposable catering equipment was plastic-free and compostable, and water was provided by CanO Water in recyclable cans, and by Belu, a non-profit company offering recyclable glass bottles and donating all profits to WaterAid.

Our caterer’s waste management partners, [NuKleen](#), ensured proactive recycling wherever possible and anaerobic digestion of our food waste, resulting in recyclable by-products.



Keeping our communities clean

We take pride in empowering our employees to make a difference in their communities. In 2023, we supported [CleanupUK](#) on its mission to tackle the UK's litter problem.

To coincide with EY Giving Day last September, we organised three CleanupUK-led events in London, Birmingham, and Manchester enabling our employees to get involved by coming together to spend a day litter-picking in some of the UK's most affected areas. Participants were also given talks by the charity on the importance of litter-free communities.

EY Giving Day continues to evolve and grow with the launch of an entire EY Giving Week this year. Last year, we engaged staff across the UK to use

their volunteering hours and participate in countless volunteering initiatives, including tidying wild spaces and running a Circularity Action Project workshop aimed at creating a more sustainable future.

We also raised awareness among colleagues of important corporate responsibility topics and our chosen charity partners via a webcast, and saw teams raise much needed cash for those charities as well as run donation drives across our offices in support of Shelter and our other local community groups.

***Below:** EY working with CleanupUK to tackle the UK's litter problem*



Tackling hunger in our communities

This year, we supported The Felix Project to help feed local communities across London by rescuing surplus food from the food industry.

As part of the initiative, EY volunteers completed the ISHASCO food training certificate before preparing and packing nutritious ready-made meals using the surplus food. These meals were then distributed to community organisations across London.

In FY24, 65 EY volunteers participated in the project, enabling the preparation and distribution of more than 13,000 meals to frontline charities and schools that support underserved and vulnerable people and saving 5,460kg of surplus food from going to landfill.



***Above:** Volunteers working with The Felix Project*

Supporting refugees

The journeys and challenges facing refugees and asylum seekers as they look to rebuild their lives in new countries can be immense and complex.

EY has supported Glasgow-based community-led charity [Refuweegee](#) in its mission to provide a warm welcome and crucial assistance to forcibly displaced people arriving in the city. EY volunteers have dedicated time working in the organisation's 'shop', which provides refugees and asylum-seekers with free essentials including food, sanitary items, clothing and toys, while helping with tasks from sorting goods to acting as translators.

Since September 2021, EY has been actively collaborating with the [Refugee Employment Network \(REN\)](#), hosting and supporting nine refugee job fairs and engaging directly with over 2,600 refugees, alongside 200 employers and support services. Together, the team helped to develop and manage a robust refugee job board, listing over 17,500 vacancies from 550 employers. EY has also assisted REN in its strategic planning to achieve self-sustainability in the coming years.



Above: Volunteers working with StandOut through our corporate responsibility programme, EY Ripples

Creating second chances

EY continued its partnership with [StandOut](#), a UK-based charity that helps people leaving prison to transform their lives and realise their potential.

We provide volunteers to support StandOut’s regular courses, which help build the skills and confidence of people looking to re-enter the workforce. StandOut work with people preparing to leave three London prisons; HMP Pentonville, HMP Wandsworth, and HMP Wormwood Scrubs.

Since 2022, nearly 100 EY colleagues from across the firm have volunteered to support the StandOut programmes by overseeing CV writing and mock interview workshops and attending graduation events. In FY24 we had 58 EY volunteers directly and indirectly impacting 162 lives.

Developing skills for the future

In today’s technology-driven world, it is becoming increasingly important that young people are equipped with essential technical skills for the future workforce.

Since June 2022, EY has worked with [CoderDojo](#) (part of the Code Club community and the Raspberry Pi Foundation), a global volunteer-led community offering free programming clubs and creating more opportunities for young people to learn how to code.

Over 200 EY employees have volunteered at 24 CoderDojo events across seven offices - reaching 1,800 beneficiaries.

These events, for ages 7-16, teach coding in a fun, safe, and creative way, covering websites, apps, programmes, and game development. Participants also meet peers, work on exciting projects, and gain valuable social and transferable skills for the future.

CoderDojo at EY also works with the EY Foundation to support young people from low-income backgrounds to increase social mobility through technology education. CoderDojo at EY and the EY Foundation have partnered on several Python CoderDojo workshops tailored for young people

aged 15 to 19, aiming to bridge the gap between education and professional opportunities. These workshops predominantly attract A-level students contemplating apprenticeships and university undergraduates who are exploring potential internships.

The fact that some of our volunteers joined EY through the same routes that the participants may be considering themselves is particularly impactful, as they can offer insight into the application process and inspire confidence in the participants to pursue similar opportunities. The sessions also provide a glimpse into the tech industry, sparking interest in potential careers in technology.

The students are encouraged to collaborate with each other during the sessions, and at the end, they can share their progress with the group in the show and tell section. This exercise not only helps strengthen their technical understanding but also hones their public speaking skills in a supportive and safe environment.

CoderDojo at EY also runs events with a sustainability theme to raise awareness of some of the most pressing issues facing the environment. They kick off these sessions with a presentation from a member of EY Eco-Innovators community, to give an easily understandable breakdown of some key sustainability concepts and answer any questions the participants may have. Previous coding projects have focused on pertinent topics such

as reducing plastic consumption, being conscious of our water use, understanding alternative energy sources and mitigating the impact of climate change.

Yang Liu – a technology consultant at EY who runs the firm’s initiative with CoderDojo, has been recognised externally for her achievements and expertise. Specifically, she has been nominated for a Management Consultancies Association (MCA) award as well as being shortlisted for TechWomen 100 2024, which celebrates emerging female talent in technology. Thanks to her work with CoderDojo at EY to inspire the next generation, she has also been selected as a [UNWomen](#) UK Delegate to the Commission on the Status of Women 68 (CSW68) – an event showcasing strategies for countering pushback and advancing women’s rights around the world.

Driving social mobility
and preparing for a
sustainable future

EY is EY Foundation's biggest supporter, providing core funding and a range of services to ensure the vital work of the charity remains sustainable. However, support extends much further than this. Every year, thousands of EY people volunteer as mentors, business experience hosts, workshop facilitators, mock interviewers and more to ensure young people from low-income backgrounds are better able to access employment opportunities. Our people also support the charity through engaging in fundraising, from office bake sales and mud runs to scaling mountains and hiking across the UK.

The EY Foundation supports access to different sectors of the economy for young people from low-income backgrounds. We currently deliver more than 10 industry-specific programmes, co-designed with business experts, with two examples being our Tech Futures and Sustainable Futures programmes.

Below: Young people during the EY Foundation Tech Futures graduation event in London

By collaborating with clients across these programmes, including [Tripledote Studios](#) and [Appian on Tech](#), and [Extreme E](#) on Sustainable Tech, we help employers create a diverse talent pipeline and access untapped skills, while making a positive social impact.

These programmes consist of one week of paid employability skills training co-delivered with the employers, three days of paid work experience, and a minimum of six months of monthly mentoring from a sector professional. This initiative connects young people from low-income backgrounds with skills, networks and career opportunities in high-growth sectors.

With Tripledot Studios and Extreme E's support, we enabled 20 additional young people to participate on the programmes, ensuring they gained employability skills and work experience in the Tech and Sustainable Tech industries.

“

We’re excited about our recent collaboration with the EY Foundation. We’re looking forward to more opportunities like this, where we can learn from each other and continue to inspire the next generation of industry leaders.

Lior Shiff
CEO at Tripledot Studios

“

As a championship which is constantly looking ahead to the future, it was great to collaborate with the EY Foundation to support the next generation of talent coming through as a result of the Sustainable Tech Futures programmes.

Ali Russell
Managing Director at Extreme E

Outcomes from the tech futures
programmes with Tripledot:



of young people agreed or strongly agreed that they knew what skills were needed to get a job in the Tech sector.

51% increase from the pre-programmes survey results.



of young people rated their opinion of the Tech sector a 7 out of 10 or above after completing the programmes.



of volunteers said they'd volunteer with the EY Foundation again in future.

Outcomes from the Sustainable Tech
Futures programmes with Extreme E:



of young people rated their awareness of careers in the sector as good or excellent following the programmes

8% increase from the pre-programmes results.



of young people would want to work in Sustainable Technology following the programmes.

Investing in the future

At EY Northern Ireland (EYNI), we are leading the way with pre-employment training academies fully funded by the [Department for the Economy](#) in partnership with [Invest Northern Ireland](#), through the [Assured Skills Programme](#).

This unique collaborative approach between government, industry and academia promotes growth and development and ensures a well-rounded, high-quality training experience that prepares participants for successful careers.

This year, we completed three academies, two of which looked at Risk and Regulatory Compliance and one

that focused on Data & Analytics. A fourth academy in Digital Engineering will run from October to December, with two more set to launch in the second half of FY25.

To date, the programmes have attracted 421 applicants, 25% of the which were either unemployed or economically inactive prior to joining and 57% of whom were invited to interview. So far, 53 students have participated, with 40 job offers extended and 36 students starting their careers at EY.

Empowering future financial leaders

EY partnered with the [University of Greenwich](#) through EY Ripples to provide students with careers advice and develop soft skills. Throughout the year, our team took ownership of the initiative, culminating in an EY Insight Day where students engaged with speakers from various departments and participated in a mock assessment centre.

We created the assessment centre materials from scratch, incorporating a mock interview, an in-tray prioritisation exercise, a business analysis exercise, and a group project. EY volunteers facilitated discussions, provided feedback and offered invaluable one-on-one support, including training on delivering effective elevator pitches.

Through the University of Greenwich mentoring scheme, we have helped to inspire the next generation of financial services professionals, equipping students with the professional skills, business acumen and commercial awareness needed for careers in the financial sector. Over the past year, EY staff have donated over 750 hours to the scheme, directly benefiting 150 students. In recognition of our efforts, the EY team won a 2024 won an internal purpose award, highlighting our commitment to building a better working world.

Hana Ali
Associate, Consulting
Manchester

What made you want to join EY?
I applied for and was accepted to several degree apprenticeships, including at EY. I thought I had my heart set on taking one offer from another company that happened to be close to where I lived. As I was about to make my decision, I received a call from the Partner of the team I am now a part of. As I explained to him my thinking for not initially accepting the offer from EY, he said he thought EY was the place for me and asked if I'd come to Manchester and meet with other apprentices to get a better feel for what EY is like.

When I went to Manchester to meet the team, everything immediately clicked. Everyone was so nice, and it just felt right. I realised then that everything I experienced during my day at EY resonated with me and this is where I needed to be.

What kind of an impact can you have at EY? I'm involved in the Women in Tech society and have volunteered for speed networking events. I joined colleagues at a secondary school in Salford to help inspire the next generation of students, letting them know about the type of work we're engaged in. EY also has an alliance with a university called UA92, where we get to give guest lectures to students on macro trends and are part of a mentoring scheme.

As long as I'm trying to get involved in as many things as possible, I'm making a difference. And I think the biggest impact that I hope to make is an impact within my team because I really care about the people that I work with.

What does having an impact mean to you? I think it's being able to see that I'm making a difference. And it can be as small as motivating someone. For example, we have work experience students quite often from schools and colleges in the office. I get to spend two or three hours with them doing sessions, and even in that short amount of time I can see them asking more questions, being more curious, and talking to me about their goals. To me, seeing this growth and confidence makes me proud and shows that I've had some impact on them.





Advancing social mobility

EY is dedicated to championing social mobility, ensuring that all young people have the chance to thrive. EY, and the EY Foundation, also support several organisations whose focus is on supporting the next generation into the workforce, regardless of background.

Rise initiative

EY continues to work with [Grant Thornton](#), [ICAEW](#), [KPMG](#), [PwC](#) and more than 30 other employers to support the Rise initiative, a UK-wide programmes driven by education charity The Talent Foundry that provides students from low socio-economic backgrounds with opportunities to develop essential skills and gain workplace experience.

EY and its collaborators successfully completed 319 workshops, surpassing their target of 300 for the 2023-2024 academic year. To date, these workshops have reached over 18,000 students, offering them valuable opportunities to connect with potential employers and gain essential skills for their future careers.

University community consulting

Access to real-world experience is crucial for bridging the gap between theoretical knowledge and practical skills and making a positive impression on potential employers.

By nurturing young talent and providing access to such experiences, we strive to ensure that all students have equal opportunities to succeed in their careers, regardless of background.

Through the EY Ripples initiative of University Community Consulting (UCC), we provide students with real world consulting experience, equipping them with skills-based training sessions as well as mentorship and career talks.

During their work experience, programme members receive career insights from EY consultants who share advice for career progression and guidance for the graduate scheme application process. Students are also able to receive insights from early career consultants through experience workshops where students conduct analysis and make recommendations on mock cases.

This year, the EY UCC team has grown to nine team leads, working alongside 75 colleagues and supporting over 500 direct beneficiaries at several UK universities, including Manchester Metropolitan and Brunel.

Breaking barriers

In 2024, we again partnered with [Enable Scotland](#) and [Edinburgh Napier University](#) to support the Breaking Barriers programmes, which works with young, neurodivergent students to help them identify the skills they need to pursue successful, fulfilling careers.

The programme has gone from strength to strength, and this year's cohort of 17 – 21 year olds engaged in a six-week placement at our Edinburgh office, where EY volunteers guided them through their roles and responsibilities.

At the end of the placement, the group expressed that they were now more confident in speaking up as they felt EY created a safe space where they would not be judged. Parents also commented on how they had seen participants' confidence grow as the weeks passed.

***Right:** EY Foundation – celebrating a decade of impact*

Connecting tomorrow's leaders

The transformative power of social impact drives positive change across communities and industries.

This year, we partnered with [Culture Shift Labs](#), a social innovation and social impact consultancy, to host its London Culture Shifting Deal Making Summit. The event aimed to create meaningful connections between diverse founders, diverse venture capitalists, and impact investors, bridging gaps and creating opportunities for underrepresented communities.

Attended by over 200 diverse founders and investors from corporate venture capital, family offices and institutional investors, angel investors and more, the summit provided a platform for dealmaking and networking, facilitating vital connections and promoting inclusive growth within the entrepreneurial, business and venture capital ecosystem.

To build on the event's success, throughout this financial year we'll be launching two new EY Ripples initiatives that support Black and minority owned businesses.



Above: EY hosted the Culture Shifting Summit attended by over 200 founders and investors

Laughter is the best medicine

In FY24 the firm continued to support EY Foundation and [Comic Relief](#), as well as other chosen charities aligned to each EY local office across the UK. For these chosen charities the firm raised a total of £288,769 through employee engagement. EY saw a total of £4,755,919 donated via matched funding, sponsorships, and donations.

As honorary accountants for Comic Relief, EY also support them in running events across the country to celebrate Red Nose Day every March. This year, the firm raised around £50,000 for Comic Relief, and the incredible organisations it supports. On top of selling red noses, bucket collections, scavenger hunts and numerous bake sales, there were a wide range of other fantastic fundraising activities taking place.

Fundraising for a cure

We are always looking for opportunities to make a positive impact on society.

This year, EY Southampton's office has worked with its chosen charity, the [MND Association](#), to raise vital funds and increase awareness of motor neurone diseases and to support the critical work the MND Association carries out on improving access to care, research and campaigning for those living with or affected by MND in England, Wales and Northern Ireland.

Over a period of two months and to mark 38 years at EY for retiring Office Managing Partner Dave Hales, the team ran a campaign called Eventathon, consisting of 38 varied events including quizzes, bake sales, sponsored walks, board games and litter picking in local parks. The campaign brought the Southampton office together and, more importantly, raised over £8,500 for the charity.

Olivia Budd
Senior Associate, Risk
CBS
London

Why did you join the EY DE&I Committee? I joined because I'm neurodivergent and part of the Ability Network. I have dyslexia and engaged with quite a lot of the content that the neurodiversity community were doing. So when the opportunity came up with the DE&I Committee, I thought I could potentially contribute and help raise awareness for the Ability Network. What I didn't necessarily think would happen is how involved I would end up getting in the other networks and how much I'd learn about them.

Recently we ran a lunch and learn session during Carers Week for the risk management team to highlight what it was about. When I raised the idea of 'carers' in my team calls, people kind of thought if they were parents they fell into that category, but not many people actually knew about the policies and support that EY provides. So that I found really beneficial because it was not only a learning experience for me but seemed like it informed quite a lot of people. The thing I enjoy most about being on the committee are the conversations after those lunch and learns and how much it sparks a dialogue with everyone.

How have you felt supported at EY? I'm part of the DE&I Committee as well as the Women's Network at EY. This is special to me because EY not only supports me being neurodivergent and allows me to be my best professional self, but also provides valuable networks. It allows me to be there for others and help them achieve their professional goals too.

What are you most proud in terms of having an impact? I help with our Smart Future programme through the EY Foundation. We had sixth form students come and join us for three days so we could show them what it was like to be in an office. I hadn't really appreciated before how much of an impact that can have. Just speaking to them and understanding that many have never been in an office like this before. This opportunity kind of takes away some of the fear of experiencing office life for the first time – even before they're actually searching for jobs. They'll have some idea for how it feels if they get a job in an office like this down the line. It just makes them a bit more comfortable. So I think the impact that EY and the EY Foundation have on the community is huge because they have such a broad reach.

What does having an impact mean to you? To me, impact is having a domino effect. Even the smaller things you do can trickle out. It might seem small to one person, but that person can then go out into the community and that will ripple.



Celebrating understanding

EY is committed to improving colleagues’ sense of belonging by spotlighting faith at work through the lived experiences of our five faith communities.

This year, as part of World Interfaith Harmony Week in February 2024, we held our inaugural EMBRACE event, bringing together our five faith communities to share their perspectives on faith in the workplace. The event featured keynote speakers, an insightful panel discussion, and various networking opportunities, exploring how core workplace values such as kindness, understanding, leadership and excellence can enhance our collective sense of belonging.

Additionally, our EMBRACE network launched the ‘Faith & Me’ series, detailing the experiences of EY colleagues from different faiths. This inter-faith event encouraged the wider firm to recognise faith as a vital part of many EY employees’ lives, helping to foster a deeper appreciation of diverse faiths within our professional environment.

Below: Rangoli from a Diwali event held by the EY Hindu Community



Above: Our inaugural Embrace Network inter-faith harmony event

Supporting local health

Over the past two years, EY Birmingham has engaged in a variety of fundraising events and volunteering opportunities in support of [Birmingham Children’s Hospital Charity \(BCH\)](#). From sponsored abseils, runs and skydives, to dragon boat races and charity football matches. Through these efforts, over £40,000 has been raised for the hospital, with EY Birmingham earning recognition for this as one of [BCH’s 100 Heroes and Corporate Charity Partner of the Year](#).

Stephen Wong, Senior Manager within our Birmingham Technology Consulting team commented “I was personally motivated to nominate BCH as [EY](#) Birmingham’s charity partner following the outstanding support and care we received during my daughter, Lily’s, treatment within Paediatric Oncology for childhood cancer, Neuroblastoma in 2021. Presenting the charity with a cheque was both a personal and professional highlight, being able to give something back to the hospital that saved Lily’s life.”

Trades for life

This summer, the EY Foundation piloted its first [HMRC Trade Futures](#) programmes, connecting young people from low-income backgrounds with professionals across HMRC through employability workshops and work experience.

The Foundation recruited 17 young people from across London, who participated in one week of paid employability skills training, three days of paid work experience and are currently benefitting from a minimum of six months of mentorship. Other programme highlights included one week of certified training on leadership, in-depth sessions and a ‘Dragon’s Den’ day on the Single Trade Window Programme – a flagship cross-UK government initiative that EY have proudly supported for over two years.

The programmes, which was supported by over 30 volunteers from across the EY Single Trade Window team, concluded with a graduation ceremony at HMRC Offices.

**Corporate responsibility
impact-based pro bono
consulting**

EY has spent time this year reviewing its approach to pro bono delivery – through both piloting new approaches and looking to expand established practices of pro bono already happening across the firm. As part of this, a new governance approach has been trialled within the UKI Consulting service line. This has helped the firm work towards its lives impacted goals through EY Ripples, aligning EY support with the appropriate skills and experience within

the firm and ensuring appropriate risk management is followed. A key part of this work was initially defining the term pro bono, differentiating it from normal volunteering work and setting it out as work the business would normally charge for and that tends to be more time-consuming. This refreshed approach will help EY monitor its pro bono work going forward and allow the firm to better report on it.

**Partnership with the
Social Business Trust**

As a founding partner, EY also proudly supports the [Social Business Trust \(SBT\)](#), through the EY Ripples programmes, linking skilled professionals with social enterprises to foster growth and positive change.

Since SBT's inception in 2010, hundreds of EY professionals have volunteered their services, through mentoring, consultancy, delivering training, conducting finance reviews, and full-time secondments. EY also provides representation on [SBT's Investment Committee](#) and social enterprise Advisory Boards. This year alone, EY employees contributed 970 pro bono days, with over 100 volunteers supporting 40 initiatives across 15 social enterprises, including [Bikeworks](#).

EY-Parthenon's pro bono practice

[EY-Parthenon Strategy](#), which already has an established pro bono practice, aims to provide impactful support to charities and social enterprises by leveraging consulting skills to deliver strategic projects at no cost. The team works with impact organisations (charities and social enterprises with objectives focused around influencing positive change), in hopes of tackling some of the most significant challenges facing society and the planet.

In FY24, more than 50 of EY-Parthenon's team members dedicated over £1m of time to support pro bono work – from growth strategy (“how to deliver more high-quality impact to more people”) to operating model redesign (“how to optimise operations to help scale impact”). There are several inspiring case studies that demonstrate the team's impact.

parkrun

The organisation [parkrun](#) hosts free, weekly, 5k and 2k community events in open spaces. A dedicated EY-Parthenon team worked with parkrun's leadership to develop their five-year global strategy, to grow participation, diversify their community, and improve their impact measurement.

Work included surveying existing participants and potential runners/walkers, conducting interviews and market research, reviewing internal operational data, and leading workshops across the parkrun team.

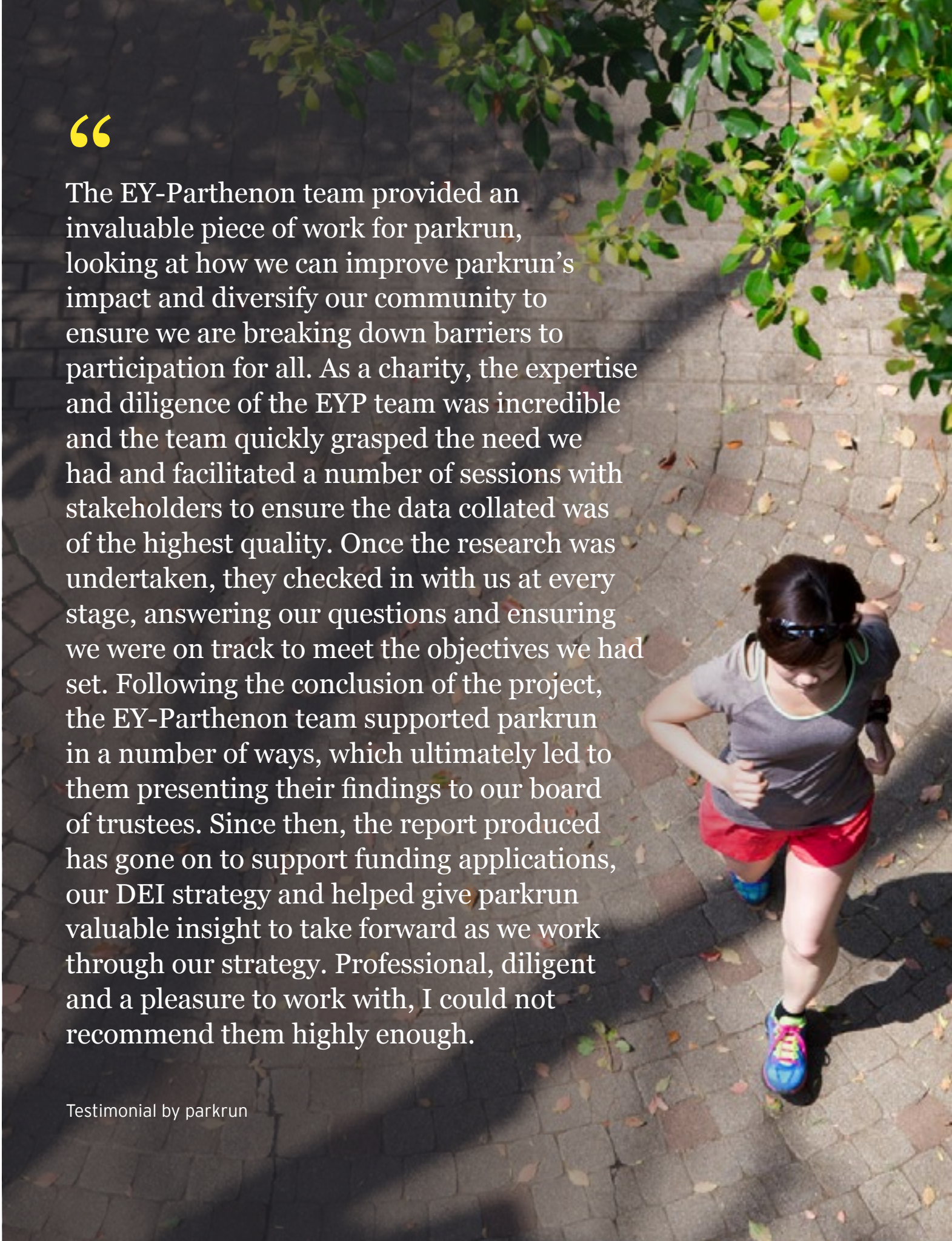
This helped parkrun's leadership align on the purpose of the charity, identify underserved communities, define conversion and retention strategies for areas of high deprivation, and identify how best to measure the impact of their work. These actionable recommendations have fed into parkrun's five-year strategy which aims to expand their reach and impact globally.

parkrun is a partner organisation of the [Social Business Trust](#).

“

The EY-Parthenon team provided an invaluable piece of work for parkrun, looking at how we can improve parkrun's impact and diversify our community to ensure we are breaking down barriers to participation for all. As a charity, the expertise and diligence of the EYP team was incredible and the team quickly grasped the need we had and facilitated a number of sessions with stakeholders to ensure the data collated was of the highest quality. Once the research was undertaken, they checked in with us at every stage, answering our questions and ensuring we were on track to meet the objectives we had set. Following the conclusion of the project, the EY-Parthenon team supported parkrun in a number of ways, which ultimately led to them presenting their findings to our board of trustees. Since then, the report produced has gone on to support funding applications, our DEI strategy and helped give parkrun valuable insight to take forward as we work through our strategy. Professional, diligent and a pleasure to work with, I could not recommend them highly enough.

Testimonial by parkrun



Khulisa

Working with Khulisa, a charity that supports excluded and marginalised young people to build social and emotional skills, EY-Parthenon helped co-develop Khulisa's three-year strategy. Specifically, the collaboration involved defining Khulisa's high-level strategic objectives, setting targets and requirements for income generation and diversification, developing a go-to-market strategy for a new programme, and helping to develop the associated financial model and pricing considerations.

Khulisa is a portfolio organisation of Impetus, an impact investor. EY-Parthenon works with Impetus to identify high-impact, innovative charities to support.

ASDIC

EY-Parthenon also worked with the Association of Service Drop-In Centres (ASDIC), a membership organisation supporting and representing veterans across the UK with mental health and general welfare. EY-Parthenon helped refine ASDIC's value proposition to beneficiaries, enhance its resource allocation, and improve fundraising efforts.

The EY-Parthenon team visited the organisation's drop-in centres, ran an interview programme, surveyed veterans, and led strategy workshops with ASDIC's leadership. EY-Parthenon and ASDIC co-developed several actions to improve the effectiveness and operations of ASDIC's member drop-in centres, to provide greater benefit to more veterans.

“

The work you've done has helped Khulisa get to a different level with their strategic clarity and plans for the next three years.

Khulisa testimonial

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ASDIC was delighted to work with EY-Parthenon to examine our worth and impact. The team immediately impressed with their rapid grasp of front-line drop-in operations working with vulnerable veterans. They used their innate professionalism to examine the business practices of the HQ function and how it could be improved for greater efficiency.

ASDIC testimonial

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We much enjoyed meeting and discussing their challenging insights as well as their recommendations into how ASDIC could build an improved long-term and better-funded business strategy. Their comprehensive project report was produced swiftly, accurately and incisively, and has subsequently been exceptionally useful in convincing potential funders of the charity's impact.

ASDIC testimonial



Celebrating UK youth

As part of our evolving pro-bono strategy, the UKI Consulting team supported leading charity UK Youth, helping it shape its strategic direction for the next three years, potentially saving the charity over £300k in professional fees. Our support focused on formulating and documenting their

strategy, identifying and developing a plan to address any gaps in the capabilities needed to support over 1 million young people all over the UK.

Pedal power to the people

Through its work with the [Social Business Trust](#), EY helped [Bikeworks](#), a social enterprise using cycling to drive social change, refine its strategy to explore future revenue opportunities and focus on commercial activities, ensuring financial security while staying true to its mission. Our efforts included defining and evaluating commercial income opportunities to build and deliver sustainable revenue for the long term. We enabled Bikeworks to prioritise areas in its business model using data driven decisions, including corporate team building and B2C retail sales, and this focus provided the business case and confidence to create a new role to lead on the commercial opportunities.

EY refreshed Bikeworks’ Employee Value Proposition, aligning it with strategic goals and annual planning to better connect team members and aid recruitment. This involved interviewing team members, creating contingent worker personas, assessing platform vendors, and launching a social media recruitment campaign that attracted over 600 applicants. We also developed the foundations of Marketing and

Communications at Bikeworks, building on previous branding work to advance business objectives and engage employees on Bikeworks’ vision and purpose, upskilling their marketing and social media abilities through a range of tools and masterclasses.

In the past year, Bikeworks delivered over 50,000 cycling experiences, including 3,300 rides in the [All Ability Club](#), 3,400 conversations on Cycle Connect (a cycling ‘taxi’ for lonely, isolated people), and 560 cycles for communities through corporate team-building activities. Our support helped Bikeworks achieve 50% confirmed sales income by the end of Q1, 2024, enabling four new staff hires, and significantly strengthening Bikeworks’ brand. Social media presence and engagement increased notably, with social media followers up by 6% and social media engagement rising by 15%. Communications campaigns also facilitated recruitment and increased team-building inquiries. Overall, EY contributed 1,946 hours to support Bikeworks.



Case study

Fostering growth in Northern Ireland

Supporting business growth and creating employment opportunities throughout the UK is a priority for EY as we look to foster economic prosperity and ensure a thriving workforce. This is exemplified by our close collaboration with Catalyst, an independent, non-profit science and technology hub focused on driving innovation and entrepreneurship in Northern Ireland.

Below: Our EY team in Northern Ireland, proud to be a Platinum Partner of Catalyst



Engaging younger generations

For the third consecutive year, EY sponsored the Catalyst Generation Innovation programme aimed at empowering, enabling, and upskilling young people in Northern Ireland for the workplace of tomorrow, equipping them with a foundational, design thinking skillset for their future careers. To date, the programme has delivered 15 impact days at 14 schools in the region, reaching over 1,800 students, and 90 workshops across 47 schools, reaching over 4,500 students.

This bespoke course offers young people a safe and inclusive space to collaborate with peers, connect with leading companies, and explore diverse career opportunities. The three programmes within Generation Innovation have been deliberately crafted for participants to engage with industry representatives and learn about various roles while being encouraged to innovate and seek new skills to shape their future careers.

Students participate in high-energy Innovation and entrepreneurship workshops, immersive Impact Days and a flagship Work Experience week.

Impact Days are full-day design thinking experiences where students tackle business challenges using innovative problem-solving approaches. In

2024, EY sponsored two impact days in schools across Northern Ireland reaching over 100 16–18-year-olds. In addition to the design sprint, EY shared information about our varied career opportunities including our apprenticeships, academies and graduate roles – with EY teams speaking about their personal career journeys and current roles – to really bring these opportunities to life.

The Work Experience Programme is the flagship sub-programme of Generation Innovation and brings together young people from across Northern Ireland to work in teams on real-world problems, culminating in a visit to our EY office to pitch their solutions. In the three years that EY has been involved we have reached a broader demographic in NI, running the three-week programme in Londonderry, Dungannon, and Belfast.

Proud to be headline sponsor once again, EY delivered three workshops in Belfast as part of the 'Skill Up' sessions on Artificial Intelligence, Tax, and Interview and Career Skills.

We worked with five teams of young people directly and engaged with many more at the 'Meet the Employer' segment and some of our senior leadership were panel judges for the 'pitch off' event on the final afternoon – a memorable occasion for the young people and EY leadership alike.

EY has been a pivotal partner in the programme's growth, helping young people develop problem-solving, teamwork, and communication skills.

Through EY Ripples, our colleagues from across EY Northern Ireland have shared insights into their roles and career paths, broadening participants' knowledge of the variety of opportunities available to them, from apprenticeships to experienced hires.

Rebekah Ritchie, who is now a member of the EY team and participated in the programme says, "In 2022, I had the opportunity to participate in Generation Innovation, where I gained valuable insights into the culture at EY. This experience illuminated the various opportunities within the firm, and I am now proud to be in my second year in the audit team as part of the Business Apprentice programme".

15

impact days delivered

14

schools in the region reached

1,800

students reached

90

workshops across 47 schools

4,500

students taking part in workshops

Case study

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At Catalyst, we highly value partnerships that drive meaningful impact, and EY exemplifies how collaborations can elevate our mutual efforts to inspire and equip young people in Northern Ireland. Together, we’re creating transformative opportunities that help shape an entrepreneurial future for our region and compounding our impact.

Fiona Bennington

Director of Entrepreneurship
Catalyst

Below: EY are delighted to have sponsored the Final Showcase of INVENT at the awards night for the last three years. INVENT is an annual competition that celebrates Northern Ireland’s most exciting entrepreneurs and innovations, giving them an international platform and support to make the greatest impact.



Expanding our reach

EY has also been actively involved with Catalyst Schools, a professional learning programme that enhances student learning experiences by fostering relationships between school leaders, teachers, students, and the business community. This programme reaching over 26,000 students – which is almost 17% of all post-primary school students in Northern Ireland – helps schools explore their culture, define challenges, and identify areas for inclusive innovation.

Our team participated in various workshops with students and teachers, sharing expertise on their career paths and the key skills required to work at EY. One such workshop was Learning for Life and Work in schools, a project led by young people to better prepare their generation for the workplace.

EY people also attended monthly breakfast seminars, bringing together school and business professionals to allow teachers to discuss what support their students need for future employment and offering a unique insight into the talent entering the business world. Through the initiative, businesses could also outline to schools what skills and strengths they are looking for from future employees.

EY worked directly with Wellington College in Belfast through the school-business buddy initiative to help better understand how to bridge the gap between school and work. This led to the creation and delivery of several tailored employability skills sessions, with 97% of attendees feeling more confident about entering the workplace after the workshop.

Leading change

Catalyst’s CEO Connect network provides a supportive environment for CEOs of high growth innovative companies to develop relationships, share challenges, and find solutions.

EY facilitated a set of sessions using the EY 7 Drivers of Growth Framework – to help these businesses achieve sustainable growth. These sessions enabled the executives to create customised growth plans using the tool to assess their capabilities, gain unique insights from market-leading companies, clarify their strategic priorities, and align with their leadership team on a business strategy.

Consequently, many Northern Ireland businesses have adopted the Framework to track growth and implement concrete measure, contributing to Catalyst and our shared vision of making Northern Ireland one of Europe’s most entrepreneurial economies by 2030.

EY and Catalyst are committed to fostering a vibrant ecosystem of innovation, entrepreneurship and opportunity for all. Our shared vision provides our employees at every level with the opportunity to create a legacy of prosperity for generations to come.

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Our collaborations with Catalyst provide opportunity for everyone in EY to get involved, from Business Apprentices through to Partners. We mean it when we say we want to make a difference and that is shown in our commitment to Catalyst and the ecosystem that they support.

Ruth Todd

Senior Manager
EY Private

“

The EY team are a delight to work with, whether that be offering opportunities for young people through our Generation Innovation programme, helping early-stage businesses through support via INVENT and Co-Founders or giving scaling businesses vital advice and guidance the EY team are always on hand to collaborate and engage with the Catalyst community.

Joe Wilson

Partner Relationship Manager

A high-angle, top-down photograph of a worker in a yellow safety vest and hard hat working on a large, complex industrial machine. The machine is made of metal and has many bolts and components. The worker is wearing yellow gloves and is focused on their task. The background is dark, and there are yellow and black striped safety barriers around the machine.

03 |

CREATING VALUE FOR CLIENTS

At EY UK we believe in the transformative power of collaboration to address complex challenges and create lasting positive impacts.

In UK areas such as Manchester, South Gloucestershire, Birmingham, London and Scotland, we have partnered with government bodies, local charities, and the private sector. to generate long-term value for both our clients and society by tackling key issues head-on. From attracting investment to the UK, reforming transportation systems, and harnessing the power of artificial intelligence, our projects span a wide range of critical areas. These initiatives enable us to work closely with our clients to deliver tangible results that benefit both our clients and the communities they serve.

Charting a greener path

EY works to address key sustainability issues to drive transformative change in the real economy.

EY people are making significant contributions to industry working groups that are considering the challenges of Environmental, Social and Governance (ESG) reporting. Director Stuart Wallace sits on the ESG Data Working Group of the [Enterprise Data Management Council \(EDMC\)](#) while Senior Manager and UK Insurance Climate Risk Leader Diego Jimenez-Huerta leads industry thinking on climate scenarios for the [Climate and Financial Risk Forum](#).

EY also co-chaired a team of subject matter experts to develop a playbook that aligns the EDMC Data Capability

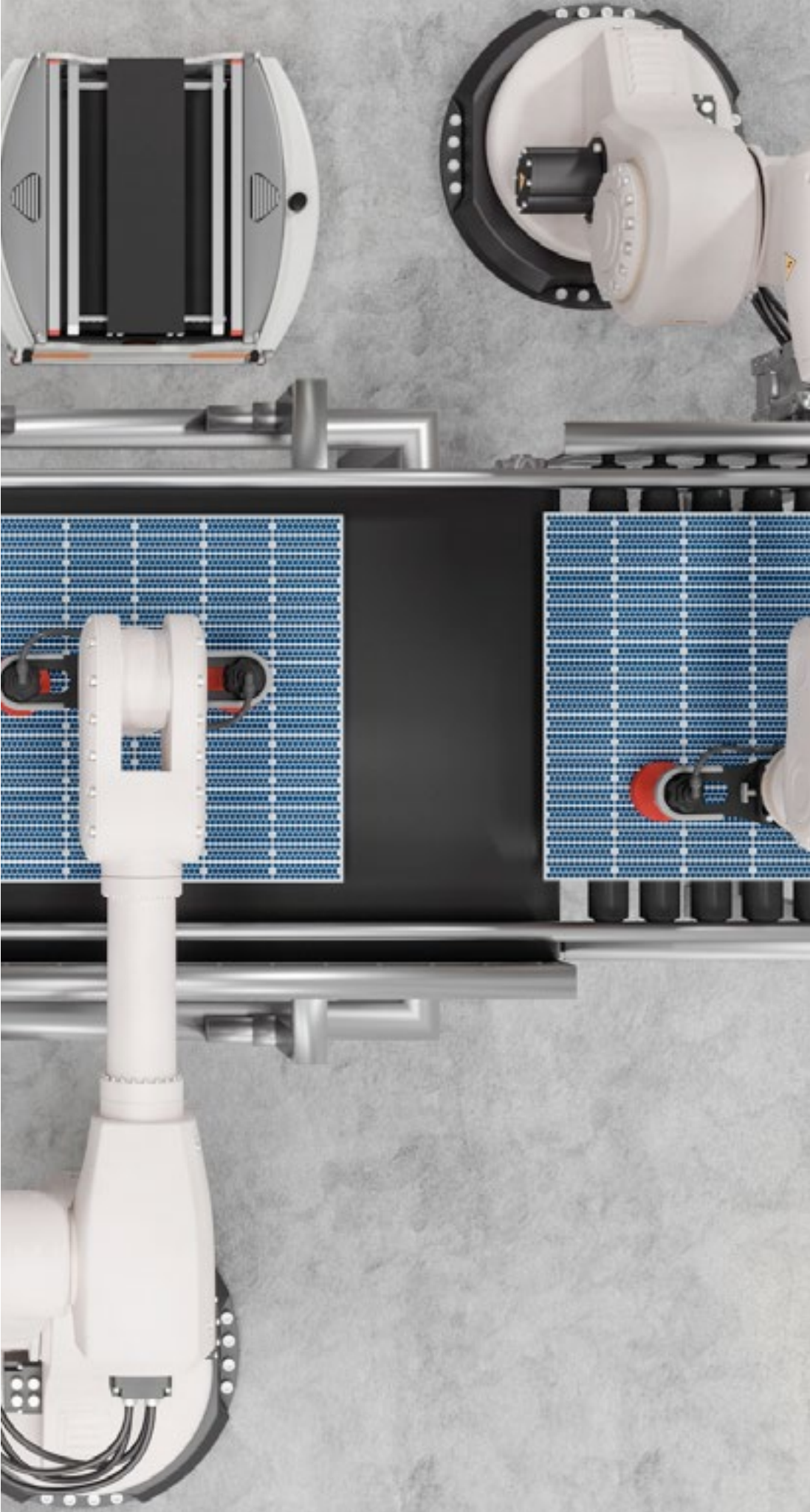
Management Framework with the Internal Control Framework developed by the [Committee of Sponsoring Organizations of the Treadway Commission](#). The guide demonstrates how established best practices in financial reporting controls and data management can be integrated to address common challenges businesses face when preparing their ESG Disclosure Reporting.

On a wider scale, we are members of [The Institutional Investors Group on Climate Change](#), a European body uniting over 400 investors to address climate change. We are also a partner of [Pensions for Purpose](#) – an organisation that promotes impact-led investing.

“

Helping to convene an international, cross-sector community of data management practitioners to identify key challenges across the ESG Data lifecycle and identify approaches to address them is incredibly motivating and will hopefully prove a force multiplier for improved outcomes.

Stuart Wallace
Director (Technology)



Saima Chowdhury

Staff Assistant, Audit
London

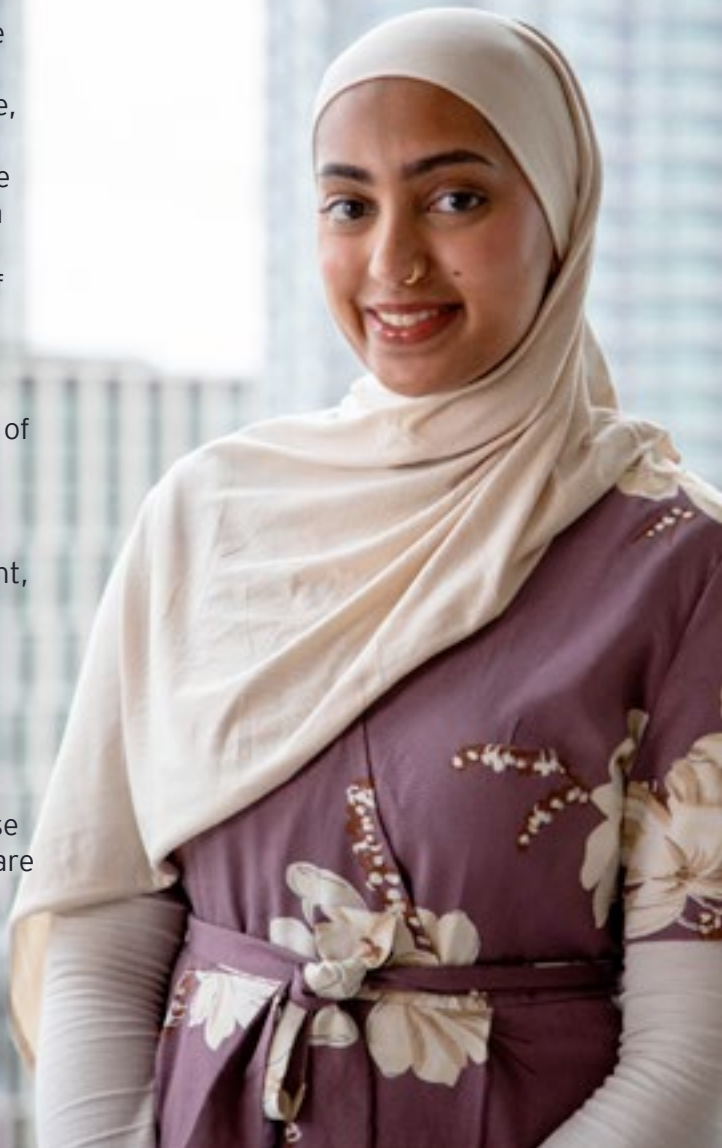
Please tell us about your background.

My background taught me first and foremost that no matter what career I pursued, I wanted to give back. I'm very motivated by my siblings and family and whatever I did I wanted to be involved in helping my community. This sense of community that shaped me, is what mainly attracted me to EY – where I see those same values deeply embedded in the organisation. Throughout my A-Level journey, studying maths and economics, I discovered a passion for numbers and their real-world applications. The analytical skills and economic theories I learned provided a solid foundation and piqued my interest in accounting. When I had the privilege of participating in the EY Foundation Smart Futures programme, this experience influenced my career aspirations as I was able to experience the professional environment within a prestigious firm but also allowed me to understand the practical aspects of accounting and finance. I can proudly say that applying for the EY Business Apprenticeship scheme was the best decision I made to pursue my dreams of working in accounting.

Why have you stayed at EY?

EY has taught me to be more confident, have more self-esteem, and to be able to connect with co-workers of all levels in the workplace. The Smart Futures programme really helped me in the beginning of my career with learning valuable skills and creating relationships. Now I have a great sense of support and feel that people truly are there for me and want me to succeed professionally – which makes me want to stay!

What does having an impact mean to you? Impact is always thinking about the consequences you have on the world. We are all connected and it's important for us to embed the values that are important to us in all aspects of work.



Curating cultural experiences

Over the past year, our partnerships with the V&A and the Royal Academy of Arts (RA), we have hosted three exclusive evening receptions and 15 private tours across both venues, engaging nearly 500 clients, including more than 100 senior executives from EY priority accounts. These creative collaborations not only foster cultural enrichment but also strengthen client relationships. In a recent survey, 88% of EY leaders expressed appreciation for our involvement in the arts as a way to enhance connections with clients.

EY has provided over 3,000 of its people with curated experiences, offering exclusive access to some of London's most exciting art exhibitions, including behind-the-scenes tours and private viewings.



Right: The Chanel exhibition at the V&A



A force for positive change in the age of AI

The rapid development of generative artificial intelligence (GenAI) has become one of the most discussed topics over the last twelve months – transcending its tech sector origins to capture broader societal imagination. This shift reflects the growing awareness of AI's profound implications. The potential of AI to positively impact society relies on a responsible, people-

Smart regulation and shaping the future of AI governance

An EY survey found that 65% of CEOs think more work is needed to address the social and ethical risks of GenAI.

We understand the importance of establishing clear guidelines and standards to ensure the responsible development and deployment of AI systems.

We have extensive experience supporting governments in the development of smart regulation. As part of our public interest responsibilities, we will actively contribute to the exploration and development of the regulatory frameworks developed to ensure AI is used safely and beneficially.

The first global AI Safety Summit hosted by the UK government in November 2023, where the countries attending agreed to the Bletchley Declaration on AI safety, was an event that underlined the opportunity for

centred approach that focuses on creating value for all. As AI continues to evolve, we want to play a pivotal role in shaping this future and our approach reflects a commitment to building a better working world by harnessing the power of AI responsibly and ethically.

the UK to lead the regulatory agenda around this emerging area – and EY is well positioned and qualified to support progress.

We've provided support to the Scottish AI Alliance to help create the first government AI Register in the UK, where any citizen can view the AI systems in use or in development by the Scottish government and the wider Scottish public sector, learn about their potential impact, and provide feedback.

Better access for better learning

For students across the country, AI's transformative power has the potential to enhance accessibility and improve outcomes, while addressing disparities in the system by providing high-quality, differentiated content and democratising access to learning materials for disadvantaged groups.

AI's impact on education won't be limited to the classroom. Upskilling in the workforce will also ensure that individuals can thrive in an AI-powered world. Our People Advisory Services team plays a crucial role in these efforts, assessing where AI can support employees and developing tailored upskilling programmes.

Helping ourselves to help our clients

In September 2023, EY launched EY.ai, a unifying platform bringing together human capabilities and artificial intelligence. EY.ai leverages leading-edge EY technology platforms and AI capabilities, with deep experience in strategy, transactions, transformation, risk, assurance and tax, all augmented by a robust AI ecosystem. At the same time, the global organisation also launched EYQ, one of the world's largest private and secure large language models (LLM), which has been rolled out across the EY global workforce this past year. To date, 70% of all EY people have been trained in the responsible use of AI. Over 75% of EY people have used EYQ, generating 68m prompts since September 2023. EYQ has also won multiple industry awards for AI and innovation excellence.

The Rise and Rise of AI

EY engaged over 30 clients at UA92, Manchester in a collaborative session exploring how organisations can responsibly harness the transformative power of AI amidst emerging regulations and rapid change. The event was also attended by a number of UA92’s students who are studying a range of subjects including computer science, digital content creation, digital marketing and cyber security.

The session featured insights from Microsoft, IBM, Peak AI (a Manchester-based ISV), and EY AI Labs on the daily applications of AI through case studies and explored the potential implications for our clients.

Tailored for our Northern clients, the event showcased the strength and significance of the EY ecosystem, setting the stage for growing AI opportunities and pipeline. The meticulous planning and execution ensured thorough engagement from clients and EY hosts, with rotating breakout sessions fostering interaction and networking.



Sizewell C

In the nuclear sector, EY has played a pivotal role in advancing the UK’s 2050 net zero goal through its strategic advisory services for the Sizewell C (SZC) project in Suffolk.

The megaproject, set to provide 7% of the UK’s electricity and reduce annual carbon emissions by nine million tonnes, requires extensive planning and the navigation of a complex stakeholder landscape due to the absence of established frameworks or precedents.

EY has served as a key advisor, helping SZC to secure £679 million in government funding through the development of the Government Investment Decision (GID) Enablers tool.

To address the project’s climate-related financial risks, we leveraged our proprietary climate modelling tool, the EY Climate Analytics Platform (CAP), showcasing our unique expertise in climate risk assessment and mitigation. EY also played a central part in establishing SZC’s Environmental, Social and Governance (ESG) proposition, culminating in the launch of the Sustainability at SZC report in December 2023.

The collaboration with SZC has helped to solidify the project’s legacy, making substantial strides towards the UK’s net zero goal.

Fighting financial fraud

The EY RiskOps Team has significantly advanced our fraud detection capabilities and expanded our market presence.

Our work with a large global bank marked a significant milestone, achieving a 20% increase in identifying fraudulent transactions and saving millions. Additionally, these efforts led to a 30% reduction in operational costs through optimised alert systems, showcasing our commitment to efficiency and client value.

In the UK, we ensured large UK banks' compliance with 2024 regulatory changes by designing an Inbounds and Mules solution and developing a machine learning-based Scam Risk Strategy. We also supported the group in preparing for the launch of two pivotal business lines, including a new Machine Learning model for the banks Debit Cards.

Building on these achievements, the RiskOps team is driving expansion into new markets such as Hong Kong, Mexico, Singapore, and Australia, positioning EY as a primary fraud risk partner for the Bank. We have structured deals using our Deal Review & Pricing Framework, optimising outcomes for clients and EY.

Additionally, the RiskOps Team has been raising awareness about financial crime through customer education campaigns like 'Take Five to Stop Fraud' and 'Don't Be Fooled'. These campaigns help individuals stay safe from fraud, spot the signs of a scam and prevent consumers from being

duped by criminals. EY is also engaging with industry and regulatory bodies by holding roundtables to drive important discussions. Recently, the EY RiskOps practice held a fraud roundtable at its Canary Wharf office in London, with attendees including representatives from major UK banks.

The EY RiskOps Team's innovative solutions and strategic expansions continue to enhance our brand and set industry benchmarks. Its work not only demonstrates exceptional client outcomes but also positions EY as a leader in the fight against financial crime, ensuring a secure and resilient operational environment for our clients.

Investing in London's future

EY partnered with BusinessLDN, a not-for-profit advocacy group dedicated to making London the best city for business, to highlight key investment factors for boards and investors and assess London's performance.

The campaign informs local and national politicians about investment sentiment and critical issues affecting the capital, identifying existing barriers to improve future investment decisions. By emphasising these pivotal issues, the initiative seeks to foster greater economic growth by making London and the wider UK more attractive for investment and business.



Above: EY Entrepreneur of the Year 2024 UK finalists

Supporting UK entrepreneurship

The EY organisation is a long-standing supporter of entrepreneurship. The EY Entrepreneur Of The Year™ (EoY) programme was founded 38 years ago to recognise entrepreneurial achievement among individuals and companies that demonstrate vision, leadership and success, and who work to improve the quality of life in their communities, countries and around the world. In the UK and the programme has celebrated over 2000 business leaders since it was created. The 10 UK

Entrepreneur of the Year 2024 finalists have a combined revenue of £1.9bn, representing a diverse range of sectors including Consumer & Health, TMT & Industrials and Energy.

A highlight of the EoY programme is bringing together the finalists, past winners and alumni to share stories of growth, entrepreneurial spirit, impact and purpose. This year we brought together over 140 entrepreneurs at our 2 day Entrepreneur Retreat.

Left: Sachin Dev Duggal of Builder.ai has been named as the EY Entrepreneur Of The Year™ 2023 UK overall winner

Pioneering pension growth to benefit millions of UK citizens

EY, in collaboration with the City of London Corporation and the then Lord Mayor Sir Nicholas Lyons, has been instrumental in supporting increased pension investment in UK Venture Capital (VC) to enhance the retirement outcomes of millions of UK citizens and boost the UK economy.

Together, with the City of London Corporation, we developed the Mansion House DC Compact, which has 11 signatories covering the majority of the UK pensions ecosystem, committing 5% of their default funds to VC investments.

Estimates suggest that a 22-year-old new entrant to a default pension scheme with a 5% allocation to VC or growth equity could achieve a 7-12% increase in total retirement savings. Moreover, allocation to VC and PE could reduce the deficits in younger DC members' pension pots by up to 60%.

The positive reception of the Mansion House Compact, part of the 2023 pension reforms announced by the then Chancellor, highlights the shared ambition of EY and the City of London to bring the benefits of unlisted equity to Defined Contribution (DC) pension

portfolios, bolstering retirement incomes and supporting the next generation of UK FPS tech leaders.

Our Powerful Pensions Report and later work carried out by EY, identified barriers to DC investment in unlisted equities and recommended solutions to address these challenges, including new fund structures. Built on the success of the Mansions House Compact, the Mansion House Pensions Summit further explored these solutions, leading to efforts by providers, the government, and the Pensions Regulator to enable this investment evolution.

This work led by EY is already leading to tangible changes to UK pension fund investment, and increasing allocations to VC, as agreed in the Compact. This work is therefore already leading to the potential of increased retirement outcomes for many millions of UK citizens. This is critical at a time when we know retirement income adequacy is below where it needs to be for many millions of people in the UK.

Investments enabled by the Mansion House DC Compact

Lots of people reading this will have used Accurx. You probably booked your first covid vaccines using it, like 40 million others. Accurx is fundamentally a communication platform driving productivity. In September 2021, Accurx raised a £27.5 million Series B round in which British Patient Capital invested. The business is one of Europe's fastest-growing healthcare platforms with 200,000 NHS staff using Accurx to contact five million patients every week. It was not only key to rolling out the Covid-19 vaccine programme; it now brings significant productivity improving tech to the NHS, with 98% of GP practices, using it and thereby reducing no-show appointments by up to 50%.

Pragmatic Semiconductor is an example of exactly what we want to happen more in the UK. Pragmatic Semiconductor is a UK company that developed a technology to make semiconductors on a flexible polymer substrate rather than rigid silicon – and doing so at a tiny fraction of the cost of silicon equivalents. Pragmatic is currently ramping up production to produce billions of chips in Durham following a £162m fundraise to build a plant, financed by – among others – the British Business Bank (at three stages), by M&G and by the UK Infrastructure Bank. A UK company with innovative technology being commercialised ambitiously in the UK with investment from a UK pension scheme enabled by the power of the Mansion House Compact – this could be a regular occurrence rather than an exceptional one.



Left: The EY team and then Lord Mayor - Sir Nicholas Lyons

£27.5mn

raised by Accurx for a Series B round in which British Patient Capital invested

200,000

NHS staff using Accurx



GP practices using Accurx

reducing no-show appointments by



German Buffoni

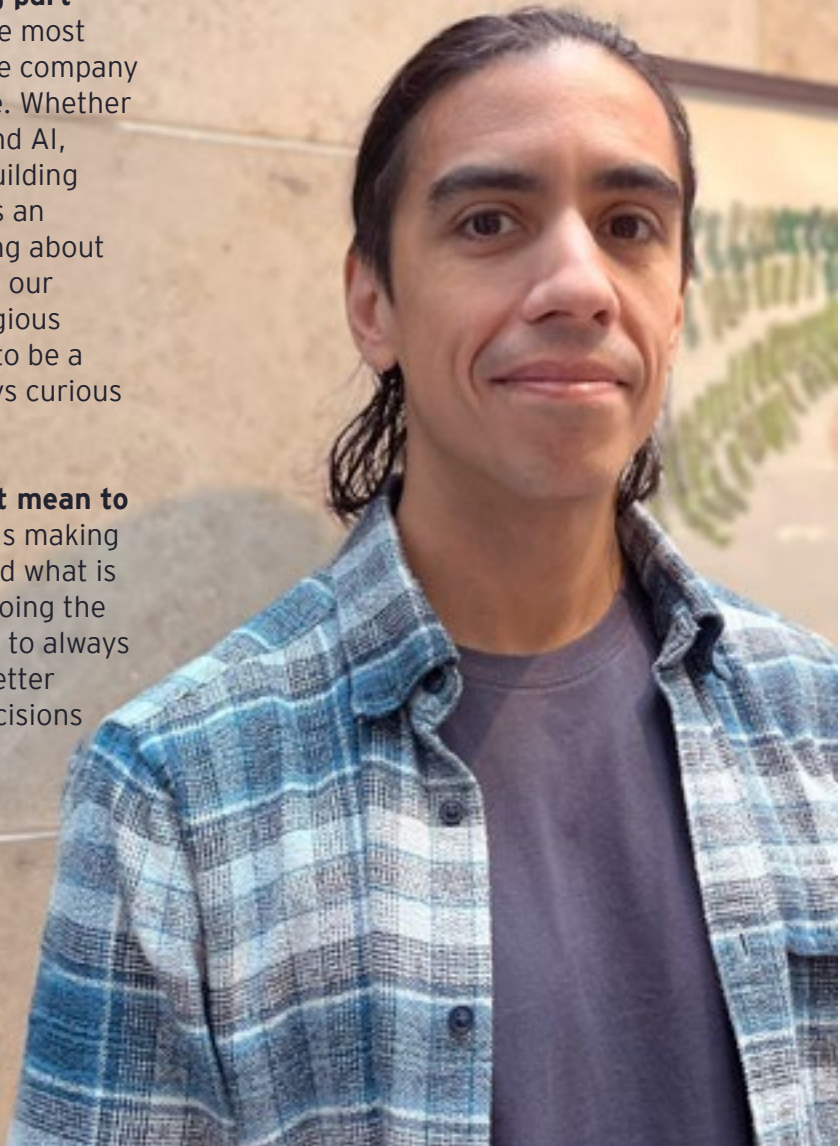
Staff Assistant, CBS
Edinburgh

What made you want to join EY?

I remember my dad telling me about the ‘Big Four’ because he had some friends who were accountants, so he knew the firm. I decided to research the firm to find out what it was about. As I was preparing for my interview, I found it was the most inclusive of the Big Four with such a diversity of culture given the global nature of the firm, and I wanted to be a part of that. I saw I could make a career here, and that the firm would give me the opportunities to reach my potential.

What’s the most interesting part of working at EY? For me the most interesting part is the way the company is now moving into the future. Whether it’s investing into new tech and AI, or constantly reflecting on building a better working world. EY as an organisation is always thinking about how we can positively impact our communities. This is a contagious mentality, and I’ve found EY to be a place where people are always curious and forward-thinking.

What does having an impact mean to you? Having an impact means making a difference and going beyond what is expected of you. Instead of doing the bare minimum, it’s important to always reflect on what you can do better and understand how your decisions affect others.



Learning on the road

National Highways (NH) partnered with EY to redesign its Roads Academy (RA) leadership programme, aiming to create a more inclusive, flexible action focused and digital learning environment. Furthermore, the programme has received recognition from the Chartered Management Institute and provides a pathway for Chartership for learners. The project has driven impact across the roads sector, bolstering leadership skills, facilitating sector wider collaboration opportunities and driving alignment to NH’s ambitions through applied learning, called Value Hubs on topics such as Productivity, Digital Capabilities, Safety and Incursions, Biodiversity and Diversity, Equity and Inclusion.

So far, 500 learners have joined the redesigned RA – increasing membership more than fifteen-fold. The increased accessibility of the RA has attracted a more diverse learner cohort across the UK (33% of learners are women and 21% do not have higher education) and it has enabled better networking and collaboration across the supply chain.



Leveraging our convening power

EY Convene is an initiative that unites clients, politicians, business leaders and special interest groups to tackle societal challenges. Over the past year, we have hosted prominent political figures including Sir Keir Starmer, Rachel Reeves, Jonathan Reynolds, Gillian Keegan, and Franck Petitgas. These sessions, which delved into topics such as AI in education and economic growth, provided UK business representatives with a platform to engage with key political figures, understand policy priorities, and share insights.

Additionally, at the 2023 Labour and Conservative Party Conferences, EY led by our UK Chair and Managing Partner Hywel Ball, facilitated dynamic discussions on workforce capabilities and social mobility. These events showcased the impactful work of the EY Foundation and featured contributions from Former Minister for Skills Apprenticeships and Higher Education Robert Halfon and the Mayor for Greater Manchester Andy Burnham.



Above: EY Foundation Beyond Your Limits participants in Birmingham

**Driving social value:
South Gloucestershire
Council**

As part of our social value commitments to EY client South Gloucestershire Council, we delivered a 12-month programme to improve economic, social, and environmental well-being in the area, independently monitored and quantified at more than £200,000.

The programme included:

- Delivering an outreach scheme to young people in alternative education, focusing on core skills, confidence building and digital enablement
- Providing paid and structured work experience to young people not in education, employment or training

- Facilitating the distribution of digital equipment to underprivileged young people in South Gloucestershire
- Making a donation to a local charity supporting skills development for young people in deprived areas
- Supporting the Council to create an internal carbon economy through modelling the pathway to net zero and creating a 'cost of carbon' decision-making consideration
- A programme of outreach to local schools to support careers advice, CV and skills training and interview workshops

The outreach scheme raised funds for local youth charities and supported Operation Community Hamper's transition to a charity addressing food poverty in Bristol and South Gloucestershire. As part of the firm's ongoing work with government and the public sector, EY also developed pro-bono internal carbon economy strategies to ensure accountability for carbon impact decisions.

Beyond in Birmingham

Our Local Public Services team engaged the EY Foundation to work with Birmingham City Council on the 'Beyond your Limits' programme, providing care-experienced young people with employability skills, financial literacy, networking development, and business experience training. Through the programme the young people had a unique opportunity to find out about the working world and build their confidence in the workplace, with 100% of participants agreeing that it met those aims.



Case study

Transforming Greater Manchester's transport for an inclusive and sustainable future

We believe a fundamental part of building a better working world and having an impact is enhancing the lives of those around us. The combination of our business offerings and desire to give back enables us to apply our expertise to make life easier, safer, more affordable, and more efficient for the communities that we serve.

Our collaboration with the Greater Manchester Combined Authority (GMCA) and Transport for Greater Manchester (TfGM) shows how EY has achieved this on a large scale. Through this work, we can ensure people in Manchester are benefitting from better local transport services while also working towards our net zero goals, contributing to a more sustainable economy.

In Greater Manchester, EY has been working to bring bus services back into direct public control, creating a better bus network for all. With approximately 80% of public transport journeys in Greater Manchester made by bus, it is important to have an integrated and reliable bus network. This supports

economic growth and social inclusion, enhancing access to education, employment, and leisure opportunities. Our efforts are directly supporting the revitalisation of the network, making it more user-friendly and inclusive.

The deregulation of buses in the UK during the 1980s led to fragmented public transport systems in many cities. Private sector operators often prioritised the busier, more profitable routes, while the public sector filled the gaps with limited control over fares, ticketing, and network coordination. Greater Manchester Combined Authority sought greater control over its bus network to improve its public transport system and address wider policy objectives.

Applying our expertise to drive change

EY assisted TfGM and GMCA in developing a business case to explore options for reforming bus services, including leveraging new powers under the devolution deal to implement a franchised model. Following public consultation, Andy Burnham, Mayor of Greater Manchester, introduced franchising, using the powers set out in the Bus Services Act, making the most significant change in UK bus operations in over 40 years.

This work was crucial because it involved a fundamental shift in the bus industry and required a thorough assessment of the risks and financial implications for the public sector. Our expertise in franchising and understanding of the complexities of the bus industry enabled us to support TfGM and GMCA in developing a robust and objective business case that informed the decision-making process.

The project faced numerous hurdles, including the novelty of the franchised model in the UK outside London. We addressed this by engaging with private sector operators to seek ongoing feedback on proposals to ensure a competitive and successful procurement process. The impact of COVID-19 required us to help TfGM and GMCA navigate uncertainties by conducting scenario planning and adjusting the business case to ensure the continued viability of the franchised model.



Above: Andy Burnham, Mayor of Greater Manchester

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This has been the most impactful project I’ve ever been involved in making a practical difference to so many people. In a region like Greater Manchester we believe that economic growth and progress towards net zero, can be achieved in harmony. Given our size as a firm, we believe we have the opportunity and the responsibility to use our influence and resources to help improve our communities — and our work in Greater Manchester is a measure of the positive impact we can deliver.

Richard Barnes

EY Partner, Corporate Finance
Government and Transport

Case study

Balancing the interests of all stakeholders

Aligning the interests of various stakeholders, including local government, bus operators, and the public, required careful negotiation and strategic planning. EY navigated challenges such as identifying the optimal commercial model and balancing the client’s objectives with the need to make a proposition attractive enough for the market to bid to become franchise operators. Ensuring the franchised model’s financial sustainability while meeting TfGM’s social and environmental goals was of critical importance.

The implementation of franchising, with EY leading the procurement of franchise bus operators, secured strong competition and high-quality bids from both UK and international operators. This meant that selected operators offered high quality solutions, bringing both significant social value to Greater Manchester and commercially attractive bids. EY was one of the key players supporting TfGM to navigate the complexity of the subsequent transition, in minimising disruption for passengers and ensuring a smooth handover from existing operators.

The franchised model enabled TfGM and GMCA to implement key policy objectives, improving accessibility and affordability by controlling the network, fares and ticketing, creating a simpler and more accessible system for those who rely on public transport. Franchising allowed TfGM

to accelerate the transition to electric buses, promoting net-zero goals by contributing to cleaner air and reduced emissions.

The Bee Network is Greater Manchester’s vision for an integrated, affordable and accessible public transport and active travel network. As the first area to bring buses under local control in almost 40 years, the city-region continues to lead the way on a new era of public transport investment – one that underpins economic growth and creates new opportunities for residents and businesses.

Despite its infancy, bus franchising is already having a significant positive impact on Greater Manchester’s people and communities. Within 12 months we’ve reduced the costs of travel on the bus network by 20%, improved timetables, introduced night buses and improved punctuality ... which have helped encourage more people onto Bee Network buses, with a 5% patronage increase. Beyond the network, bus franchising is also creating new opportunities when it comes to decarbonisation, skills and jobs. The electrification of five depots within the first three years means that, by March 2025, around 15% of the fleet will be zero emission, while a new generation of apprenticeships and locally-purchased buses are showing young people in Greater Manchester a potential exciting future in the transport sector.



Above: The Bee Network in Greater Manchester

“

EY have been an integral partner to TfGM and GMCA in ensuring the successful delivery of the Bus Franchising Programme and the resulting benefits to the people of Greater Manchester, by supporting with the development of the business case, COVID Impact Assessment and leading the procurement of operators. Beyond those key roles, Richard’s team have been key partners in supporting myself and my delivery team in successfully achieving the outcomes and delivery dates across all three mobilisation phases.

Anne Marie Purcell
Chief Transformation Officer, TfGM

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20%

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The electrification of five depots within the first three years means that, by March 2025, around

15%

of the fleet will be zero emission, while a new generation of apprenticeships and locally-purchased buses are showing young people in Greater Manchester a potential exciting future in the transport sector.

04|

CREATING FINANCIAL VALUE

EY has achieved a 3% growth in net revenues in a challenging market, with UK fee income at £3.70bn.

We believe that financial prosperity should go hand-in-hand with social value and environmental stewardship. Our work reflects this ethos, demonstrating our dedication to sustainable development and economic progress.

“

In a year of economic and geopolitical uncertainty, we’ve delivered a strong performance and continued to invest in the business, our people and the communities in which we operate.

With depressed UK and global deal activity and weak levels of corporate confidence during FY24, we have responded to the market to ensure we have the right platform for continued long-term growth and profitability.

We’ve created jobs for 1,600 young people across the UK, continued to make significant investments in audit quality, and accelerated our investments in AI. These investments will support our long-term growth trajectory, while enabling us to adapt and serve the changing needs of our clients.

The roots of our firm extend back over 200 years to James McClelland in Glasgow in 1824. We’re now a £3.70bn UK business with over 20,000 people, 22 offices and 3,500 student trainees at any one time. I’m incredibly proud of our business and teams and that we continue to be a significant source of growth and investment for the UK.

Hywel Ball
EY UK Chair & UKI Managing Partner

EY in numbers	
Prior year figure is noted below current year data	
£3.70bn	2024 UK fee income
£3.69bn*	
3%	Growth in net revenues
16%	
£653mn	Distributable profits before tax
£659mn	
£723k	Average distributable profit per Partner
£761k	
£66.2mn	Bonuses paid to EY people (excluding Partners)**
£83mn	
£1.35bn	Total tax contribution for 2024
£1.27bn	
-4%	Growth in consulting revenues
18%	
4%	Growth in tax revenues
20%	
10%	Growth in assurance revenues
17%	
-13%	Growth in strategy and transactions revenues
8%	

* Fee income in FY23 was revised down by £56m to reflect a reclassification between revenue and client expenses. There is no impact on net revenue, profit or balance sheet. This is in line with the same adjustment recorded in the EY LLP statutory accounts for the year ended 28 June 2024.

** Reflects actual bonus payouts excluding employer NI



05 |

OUR NUMBERS

59 | Home



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OUR NUMBERS

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The EY global organisation remains committed to advancing the principles of stakeholder capitalism through the promotion of ESG reporting standards. As a member of the World Economic Forum's International Business Council (WEF-IBC), we continue to collaborate in this mission to standardise disclosures and improve transparency.

This marks the fourth year that EY UK is reporting against the WEF-IBC Stakeholder Capitalism Metrics, and we have taken significant steps in advancing our ESG reporting each year. In line with the [EY Value Realized](#), our EY Global Impact report, our updated report measures our impact against the WEF-IBC metrics, providing insights into the various areas in which we have made a meaningful contribution. We acknowledge that certain metrics may require more context, and we strive to provide a more nuanced understanding wherever possible.

We take pride in our ongoing commitment to promoting stakeholder capitalism and are determined to make a positive difference in the communities in which we operate. Certain metrics may require data that may not adequately measure our contribution to stakeholder capitalism. Where applicable, narratives and explanation have been provided in response to the metric.



Reporting Against The WEF-IBC Stakeholder Capitalism Metrics

Pillar	Theme	Metric	EY UK disclosure FY24
Principles of governance	Governing purpose	Setting purpose	At EY, our purpose is Building a better working world. The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities. In a world that's changing faster than ever, our purpose is our guide – providing the context and meaning for the work we do every day. For more information please visit: EY.com
	Quality of governing body	Governance body composition	<p>The UK Country Committee (UKCC) serve as a committee of the EY UK LLP Board, to manage the operations of the Firm. The UKCC is responsible for the management of various activities of the firm as outlined in the duties in the Terms of Reference. This includes environmental, social and governance (ESG)-related activities for the following:</p> <ul style="list-style-type: none">▪ Societal impact, including environmental sustainability and corporate responsibility.▪ Monitoring Diversity, Equity and Inclusiveness (DE&I) strategy development and execution.▪ Health and safety.▪ People policies and culture, particularly with regard to consistent implementation across regions.▪ Conduct, ethics and independence matters. <p>For more information on Governance and Leadership, please refer to our Transparency Report.</p>
	Stakeholder engagement	Material issues impacting stakeholders	In FY24,the EY Global organisation undertook a comprehensive materiality assessment, aligning with the concept of double materiality, in accordance with the EU Directive known as the ‘Corporate Sustainability Reporting Directive’ (CSRD). The results of the double materiality assessment will help inform strategy and decision-making with respect to the management of impacts, risks and opportunities related to the most material sustainability topics in the coming years. Please refer to our Global Impact Report Value Realized for more information on material environmental, social, and economic issues relevant to the EY global organisation .
	Risk and opportunity oversight	Integrating risk and opportunity into business process	The firm maintains an ongoing risk profile to monitor and manage its 15 principal risks. This profile includes a full assessment of each risk, including risk drivers, impacts and the associated control environment. The profile is reviewed against key metrics, including risk appetite, with regular updates to the profile and material changes in the current and anticipated management of the risks being reported through the firm’s risk governance framework. The profile covers all material risks to the firm, including economic and data management risks. A specific risk relates to ESG tracks risks associated with climate change, the firm’s Corporate Social Responsibility agenda, and other matters such as Diversity, Equity, and Inclusion commitments. Details of the firm’s risk profile and its approach to ongoing risk management is published within its Transparency Report .
	Ethical behaviour	Anti-corruption	<p>In addition to the annual training on the EY Global Code of Conduct, EY has a suite of policies and guidance to address conflicts of interest and financial crime, including the Anti-Bribery Global Policy and the Hospitality & Gifts Global Policy, supported by robust training and communications program. Annual Financial Crime learning is mandatory for all EY people.</p> <p>EY also has a global policy codifying the requirement that EY people report any concerns about corruption or other behaviour that does not comply with the EY Global Code of Conduct or applicable laws and regulations (the NOCLAR policy, or reporting fraud, illegal acts, and other non-compliance with laws, regulations, and the EY Global Code of Conduct).</p> <p>In addition to a strong internal culture, we practice in a highly regulated environment that includes rigorous reporting obligations of unlawful conduct (including self-reporting). The EY Global Anti-Bribery Policy is accompanied by an anti-corruption compliance program, which is reviewed on a quarterly basis, and applicable to all EY Partners and employees.</p>
		Protected ethics advice and reporting mechanisms	<p>The EY/Ethics Hotline is a method for reporting conduct that may be unethical, illegal, in violation of professional standards, or otherwise inconsistent with the EY Global Code of Conduct. Our people, clients and communities can make a report to EY using the EY/Ethics Hotline (online or by telephone), which includes information about how EY will respond to the report. From 1 July 2023 to 30 June 2024 there were 172 notifications to the hotline for EY UK. There were no reports relating to the Channel Islands or Isle of Man. Gibraltar is not included as EY UK GCO does not advise this member firm and does not have access to their associated data.</p> <p>EY UK also have an ethics support tool, Culture shift. This tool allows individuals to report cultural concerns and also provides guidance resources. The tool complements the existing suite of reporting options for anyone (EY people, clients or contractors) who has experienced or witnessed behaviours they believe are unacceptable. For the Culture Shift tool there were 52 new reports in FY24.</p>
		Alignment of strategy and policies to lobbying	EY is a politically neutral organisation. We recognise at the same time that it is important to engage with our regulators, politicians and policymakers on issues which significantly impact business and society.

Pillar	Theme	Metric	EY UK disclosure FY24
Planet	Climate change	Greenhouse gas (GHG) emissions	Information on our greenhouse gas (GHG) emissions performance can be found on page 65 in the index . A detailed breakdown of our Scope 1, 2 and 3 GHG emissions can be found on page 65 in the index .
		TCFD implementation	TCFD implementation is guided by EY Global on behalf of member firms. For more information on the global EY climate approach, please refer to the EY Global TCFD Report . EY UK LLP reports against TCFD requirements i.e., governance mechanisms, strategy, risk management and targets/metrics/performance in relation to climate-related risks and opportunities. This is in compliance with the Climate-related Financial Disclosure Regulations 2022 and is incorporated into the Energy and Carbon Report section of the Ernst & Young LLP Members’ Annual Report and Annual Financial Statement for the period ending 28 June 2024.
		Paris-aligned GHG emissions targets	Our net zero pathway is guided by EY Global with global targets validated by the Science Based Targets Initiative (SBTi) in 2020. We continue to follow the latest SBTi developments on net zero standards and globally we have set an ambition to be net zero in 2025. The EY organisation is delivering its carbon ambition and continues to actively reduce its absolute GHG emissions in line with its SBTi-validated 1.5°C pathway. Our progress against our published UK Net Zero strategy , UK Net strategy, can be found on page 65 in the index .
	Nature loss	Land use and ecological sensitivity	Annually at a global level, EY conducts an analysis to review EY office locations to understand if they are located in or adjacent to key biodiversity areas (KBAs). Please refer to our EY Value Realized 2024 report for more information on this assessment.
			The analysis determined that in the UK 4.76% of EY offices have a direct intersection of key biodiversity areas (KBAs) but 9.52% are within buffer zones (St. Helier, Jersey and St. Peter Port, Guernsey).
			EY locations are predominantly in major urban and business centres. The location selection process is driven by proximity to EY clients, talent pool and business case; key selection criteria includes a Class A office building that is well located within the city and will meet the needs of clients, internal governance and enablement of the workforce.
	Solid Waste	Impact of solid waste disposal	<p>The comprehensive details regarding the UK firm’s total waste disposal, categorized by waste stream, are outlined as follows:</p> <ul style="list-style-type: none"> 16.385 tonnes of glass were disposed by open loop recycling. 9.549 tonnes of organic food waste were disposed by reusing and 50.433 were disposed by anaerobic digestion. 117.217 tonnes of commercial and industrial waste were disposed of by combustion. 5.673 tonnes of WEEE- mixed (electrical items) were disposed of by open loop recycling. 9.822 tonnes of batteries were disposed of by open loop recycling. 139.162 tonnes of paper were disposed of through closed loop recycling. 75.233 tonnes of plastics were disposed of by open loop recycling.
	Freshwater availability	Water consumption and withdrawal in water-stressed areas	<p>EY’s primary use of public water supplies in our office buildings is for drinking and sanitation purposes. For more information on our Global Aqueduct Water Risk Assessment, please refer to our EY Value Realized 2024 report.</p> <p>The UK Firm water consumption in FY24 was 38.2 millions of litres, this information is also used to calculate Scope 3 emissions related to water supply and treatment for its office locations. 19.05% of offices are in high/extremely high risk areas and 53.46% of the workforce live in these areas.</p>

Pillar	Theme	Metric	EY UK disclosure FY24
People	Dignity and equality	Pay equality, pay gap	For detailed results on our pay gap, please refer to our Pay Gap Report 2024 .
		Wage level	Ratio of National Minimum Wage to EY National minimum entry level wage is 1:1.05 (assuming a 35-hour working week as per our standard contractual terms). Please see CEO wage ratio report for details on CEO wage ratios.
		Discrimination and harassment incidents and the total amount of monetary losses	Although we do not report specifically on these topics, EY is committed to creating an environment where differences are respected and valued, and where our people feel safe and have the opportunity to contribute fully. Our EY Global Inclusion and Non-discrimination policy provides consistency and clarifies what is meant by discrimination, intimidation and harassment, and encourages equitable and respectful treatment for our people across borders.
		Human rights review, grievance impact & modern slavery	In accordance with EY's Global Human Rights Statement, we do not tolerate any form of human rights abuse, including modern slavery or human trafficking, in any part of our business or within our supply chains. During FY24, no complaints or concerns were raised regarding modern slavery or human trafficking taking place in our UK business. In FY24, quarterly risk assessments were undertaken to identify high risk supplier industries against EY procurement spend. Our total spend in high risk industries for FY24 was 13%. For more information, please refer to our Modern Slavery Statement .
		Diversity and inclusion	Refer to page 70 in the index for details on DE&I at EY and page 71 in the index for data on workforce diversity.
		Risk for incidents of child, forced or compulsory labou	We manage these issues through our Global Human Rights Statement , Modern Slavery Statement , Global Code of Conduct and Global Supplier Code of Conduct .
	Health and well-being	Health and safety	In FY24, there were no fatalities as a result of work-related injuries, there were no high-consequence work-related injuries (taking this to mean major injuries as defined by RIDDOR), and there were no recordable work-related injuries (taking this to mean other RIDDOR accidents). The main types of work-related injury were: <ul style="list-style-type: none"> ▪ Bruises/Impacts 8 ▪ Burns/Scolds 1 ▪ Choking 1 ▪ Cuts/Abrasions 8 ▪ Electrocution 1 ▪ Falls 3 ▪ Strains/Sprains 3 <p>There was a 2.3% absenteeism rate</p>
		Employee well-being	For more information on our health and wellbeing services offered to our employees, please refer to page 24 .
	Skills for the future	Training provided	Information on our training and development by employee rank and gender can be found on page 69 .

Pillar	Theme	Metric	EY UK disclosure FY24
Prosperity	Employment and wealth generation	Absolute number and rate of employment	Absolute number and rate of employment data are available on page 71 in the index .
		Economic contribution	Details of our financial performance and economic contributions can be found on page 58 in the report .
		Financial investment contribution	Our investment strategy is founded in our strategy, to not only create financial value, but to create value for our clients, our people, and our society. Information on our business investment can be found on page 72 in the index .
		Infrastructure investments and services supported	For more information on our infrastructure investments and services supported, please refer to the sections on Creating value for Society and Creating value for Clients.
		Significant indirect economic impacts	While we do not currently measure our indirect economic impacts, further information on how we create value for society can be found on page 72 in the index .
	Innovation of better products and services	Total R&D expenses	As a professional service organisation, our innovation efforts extend beyond the traditional research and development definition. EY invests in innovation to develop better products and services to serve clients and EY people. The operational expenditure for the development of our Wavespace technologies in FY24 was £5.044m.
	Community and social vitality	Total tax paid	Information on tax paid can be found on page 58 in the report .
		Total social investment	Information on our community investments can be found on page 72 in the index .

EY UK LLP GHG Emissions Summary – FY24

Methodology	We have measured and reported our greenhouse gas emissions using the following guidelines, protocols, conversion factors and GWPs: <div><div>1. HM Government, Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, March 2019 (Updated Introduction and Chapters 1 and 2)</div><div>2. WRI / WBSCD The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), March 2004</div><div>3. WRI / WBSCD The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, September 2011</div><div>4. UK Government Conversion Factors for Company Reporting (Year: 2024, Expiry: 11/06/2025, Version 1.10 - DESNZ / DEFRA</div><div>5. WRI / WBSCD The Greenhouse Gas Protocol: Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard, 2015</div><div>6. Antithesis: Estimating Energy Consumption & GHG Emissions for Remote Workers White Paper, February 2021</div><div>7. IEA 50: Emissions Factors 2023 - Annual GHG emission factors for World countries from electricity and heat generation (September 2023)</div><div>8. Annual GHG emission factors for World countries from electricity and heat generation</div><div>9. Commuting mode share (%) for car, public transport and active from the OECD</div><div>10. Springer: The impact of urban form on commuting in large Chinese cities</div></div>
Data assurance	<p>Data provided in this report has been audited on a limited assurance basis by BDO LLP. This was conducted in accordance with the International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000) Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and International Standard on Assurance Engagements 3410 (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements. For full details of the scope of their review, please visit the firm’s UK website.</p> <p>This data is also reviewed annually by the UK Firm’s financial auditors, in compliance with the SECR framework.</p>

GHG emissions data for EY UK LLP		FY20	FY21	FY22	FY23	FY24	% estimated data	Specific exclusions	% excluded scope	Notes
Scope 1	Natural gas - consumption	1	0	0	0	0	0%	None		No natural gas consumed - all contracted gas is biogas (backed by RGGOs)
	Biogas - consumption	1	1	1	1	1	0%	None		
	Diesel generators - consumption	0	0	0	0	0	0%	None		Diesel used only in MLP back-up generators
	Fugitive emissions (refrigerants)	677	973	457	465	436	0%	See note ⁴	<2%	Investigating options to collect excluded data
	Scope 1 total tCO ₂ e	679	973	457	466	437				
	Scope 1 total tCO ₂ e per m ²	0.006	0.009	0.004	0.004	0.004				
Scope 2	Electricity – generation	4,445	2,837	3,120	3,468	3,197	5%	None		
	Scope 2 (location-based) total tCO ₂ e	4,445	2,837	3,120	3,468	3,197				
	Scope 2 (location-based) total tCO ₂ e per m ²	0.042	0.026	0.027	0.032	0.031				
	Scope 2 (market-based) total tCO ₂ e	2,499	302	0	0	0	5%	None		See narrative below in section entitled ‘Market-based scope 2 emissions reporting’
	Scope 2 (market-based) total tCO ₂ e per m ²	0.024	0.003	0.000	0.000	0.000				
Scopes 1+2	Scope 2 (location-based) total tCO ₂ e	5,124	3,811	3,577	3,934	3,634				
	Scope 2 (location-based) total tCO ₂ e per m ²	0.048	0.035	0.031	0.037	0.035				
	Scopes 1 + 2 (market-based) total tCO ₂ e	3,177	1,275	457	466	437				
	Scopes 1 + 2 (market-based) total tCO ₂ e per m ²	0.030	0.012	0.004	0.004	0.004				

GHG emissions data for EY UK LLP continued		FY20	FY21	FY22	FY23	FY24	% estimated data	Specific exclusions	% excluded scope	Notes
Scope 3	Cat 1: Purchased goods and services - paper	374	8	9	14	17	0%	See note ⁴ below	<1%	Calculation aligned to 2023 UK Gov GHG Conversion Factors for Company Reporting - all years restated
	Cat 2: Capital goods			Not quantified			N/A	N/A		We have not tried to quantify these emissions yet
	Cat 3: ⁵ WTT - Natural gas	0	0	0	0	0	0%	None		
	Cat 3: ⁵ WTT - Biogas	460	438	338	353	349	0%	None		
	Cat 3: ⁵ WTT - Diesel for generators	0	0	0	0	0	0%	None		
	Cat 3: Electricity - transmission and distribution	382	251	285	300	283	5%	None		
	Cat 3: ⁶ WTT - Electricity generation	613	739	746	769	709	5%	None		
	Cat 3: ⁶ WTT - Electricity transmission & distribution	53	65	68	66	61	5%	None		
	Cat 4: Upstream transportation and distribution			Not quantified			N/A	N/A		We have not tried to quantify these emissions yet
	Cat 5: Waste generated in operations (activities included: solid waste treatment)	36	5	8	11	3	0%	See note ⁸ below	<2%	Investigating options to collect data currently excluded
	Cat 5: Water supply		Not quantified		7	6	56%	None		Water supply included for the first time in FY23
	Cat 5: Water treatment		Not quantified		8	7	56%	None		Water treatment included for the first time in FY23
	Cat 6: ^{1, 2} Business travel - air	41,960	106	21,660	46,513	38,788	14%	None		Estimations for directly invoiced air travel and flights booked via non-standard channels via extrapolation
	Cat 6: ^{1, 5} WTT - business travel - air	4,594	12	2,372	5,720	4,770	14%	None		Estimations for directly invoiced air travel and flights booked via non-standard channels via extrapolation
	Cat 6: ² Business travel - rail	731	4	145	329	507	76%	None		Estimations are via extrapolation process based on known travel pattern data
	Cat 6: ⁵ WTT - business travel - rail	140	1	37	83	128	76%	None		Estimations are via extrapolation process based on known travel pattern data
	Cat 6: ^{2, 3} Business travel - road	1,767	94	671	1,004	884	3%	None		Estimations for directly invoiced taxi travel + car hire booked via non-standard channels via extrapolation
	Cat 6: ^{3, 5} WTT - business travel - road	450	25	174	261	230	3%	None		Estimations for directly invoiced taxi travel + car hire booked via non-standard channels via extrapolation
	Cat 7: Employee commuting		Not quantified			1,423	N/A	N/A	N/A	Employee commuting included for the first time in FY24
	Cat 7: Homeworking (office equipment + heating)	Not quantified	11,994	7,604	7,882	7,619	0%	None	N/A	Methodologies used: FY21 to FY23 - EcoAct, FY24 onwards - Antithesis (to align with EY Global approach)
	Cat 8: Upstream leased assets			Not relevant			N/A	N/A	N/A	Not relevant - we do not lease any assets
	Cat 9: Downstream transportation and distribution			Not relevant			N/A	N/A	N/A	We do not transport or distribute physical products
	Cat 10: Processing of sold products			Not relevant			N/A	N/A	N/A	Not relevant - we do not sell physical products
	Cat 11: Use of sold products			Not quantified			N/A	N/A	N/A	We have not tried to quantify these emissions yet
	Cat 12: End-of-life treatment of sold products			Not relevant			N/A	N/A	N/A	Not relevant - we do not sell physical products
	Cat 13: Downstream leased assets			Not relevant			N/A	N/A	N/A	Not relevant - we do not own assets that are leased to other entitites
	Cat 14: Franchises			Not relevant			N/A	N/A	N/A	Not relevant - we do not operate franchises
	Cat 15: Investments			Not relevant			N/A	N/A	N/A	Not relevant - we have no applicable investments

GHG emissions data for EY UK LLP continued		FY20	FY21	FY22	FY23	FY24	% estimated data	Specific exclusions	% excluded scope	Notes
Scope 3 continued	Scope 3 (business travel only) total tCO ₂ e	49,642	241	25,058	53,911	45,308				
	Scope 3 (business travel only) total tCO ₂ e per FTE	3.34	0.02	1.56	2.97	2.44				
	Scope 3 (business travel only) total tCO ₂ e per £m revenue	19.338	0.088	7.760	14.357	12.269				
	All Scope 3 total tCO ₂ e	51,561	13,740	34,117	63,322	55,785				
	All Scope 3 total tCO ₂ e per FTE	3.469	0.866	2.119	3.486	3.008				
Total gross location-based GHG emissions tCO ₂ e (Scopes 1 + 2 + 3)		56,684	17,551	37,694	67,256	59,418				
Total gross location-based tCO ₂ e per £m revenue (Scopes 1 + 2 + 3)		22.08	6.37	11.67	17.91	16.09				
Total gross location-based tCO ₂ e per FTE (Scopes 1 + 2 + 3)		3.81	1.11	2.34	3.70	3.20				
Total gross market-based GHG emissions tCO ₂ e (Scopes 1 + 2 + 3)		54,738	15,015	34,574	63,788	56,222				
Total gross market-based tCO ₂ e per £m revenue (Scopes 1 + 2 + 3)		21.32	5.45	10.71	16.99	15.22				
Total gross market-based tCO ₂ e per FTE (Scopes 1 + 2 + 3)		3.68	0.95	2.15	3.51	3.03				
⁷ Outside of scopes		731	695	538	561	555	0%	None		Measured emissions relate to biogas consumption
Exported renewable electricity reduction		0	0	0	0	0	N/A	N/A	N/A	Explore full details on our reporting methodology here
Offsets		0	20,921	33,000	98,048	66,916	0%	None	N/A	Explore full details on our reporting methodology here
Green tariffs		0	0	0	0	0	N/A	N/A	N/A	Explore full details on our reporting methodology here
Woodland Carbon Units		0	0	0	0	0	N/A	N/A	N/A	Explore full details on our reporting methodology here
Total net location-based GHG emissions tCO ₂ e (Scopes 1 + 2 + 3)		57,416	-2,675	5,231	-30,231	-6,943				
Total net location-based tCO ₂ e per £m revenue (Scopes 1 + 2 + 3)		22.37	-0.97	1.62	-8.05	-1.88				
Total net location-based tCO ₂ e per FTE (Scopes 1 + 2 + 3)		3.86	-0.17	0.32	-1.66	-0.37				
Total net market-based GHG emissions tCO ₂ e (Scopes 1 + 2 + 3)		55,469	-5,211	2,112	-33,699	-10,139				
Total net market-based tCO ₂ e per £m revenue (Scopes 1 + 2 + 3)		21.61	-1.89	0.65	-8.97	-2.75				
Total net market-based tCO ₂ e per FTE (Scopes 1 + 2 + 3)		3.73	-0.33	0.13	-1.86	-0.55				

Kyoto Protocol and Montreal Protocol listed gases are primarily based on the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) over a 100-year period excl. feedback loops (this is consistent with reporting under the Paris Agreement). In some cases AR4, AR6 or estimates presented in the EU F-gas regulations annexes are used instead where AR5 values are not available. Values for the non-carbon dioxide (CO₂) greenhouse gases - CH₄ and N₂O - are presented as CO₂ equivalents (CO₂e) using Global Warming Potential (GWP) factors. GWP for CO (Carbon Dioxide) = 1, CH₄ (Methane) = 28, GWP for N₂O (Nitrous oxide) = 265. This approach is consistent with the recommendations of the GHG Protocol.

1	All Scope 3 emissions relating to “Business travel – air” include the effects of radiative forcing (RF), in line with DEFRA/DECC’s recommended approach and provided conversion factors.
2	The “control” approach (as outlined in the “Business travel – land” tab of “UK Government Conversion Factors for Company Reporting (Year: 2023, Expiry: 11/06/2024, Version 1.1) – DESNZ/DEFRA, “Waste disposal” tab and Annex A (“Organisational boundary”) of “HM Government, Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, March 2019 (Updated Introduction and Chapters 1 and 2)”) has been used in order to decide whether to report these emissions as Scope 1 or Scope 3. EY meets neither the financial nor operational control criteria outlined therein, so all emissions from employee travel have been reported as Scope 3 (i.e., these are transport-related activities in vehicles not owned or controlled by EY).
3	Road emissions include the following travel modes: personal car, taxi, motorbike and car hire.
4	EY Jersey, EY Guernsey
5	“Well to Tank’ or ‘WTT’ factors account for the emissions associated with extracting, refining, and transportation of raw fuel to the vehicle, asset or process under scrutiny.
6	“Well to Tank’ or ‘WTT’ factors account for the emissions associated with extraction, refining and transportation of primary fuels before their use in the generation of electricity.
7	“Outside of scopes’ account for the direct CO ₂ impact of burning biofuels (i.e., biogas). They are labelled ‘outside of scopes’ because the Scope 1 impact of these fuels has been determined to be a net ‘0’ (since the fuel source itself absorbs an equivalent amount of CO ₂ during the growth phase as the amount of CO ₂ released through combustion).
8	EY Jersey, EY Guernsey, EY Incentives

EY Facts and Figures – People

The notes can be found at the end of this appendix.

We are committed to delivering on our promise to all EY people: “The exceptional EY experience – it’s yours to build”. We do that by providing the support, experiences and opportunities our people need to build their careers in EY and beyond.

Formal learning

	FY22	FY23	FY24
Learning hours delivered	689,936	903,206	950,003
Learning hours per person	40.6	47.1	48.9
Average hours of formal learning per person according to rank			
Rank ¹	FY22	FY23	FY24
PPEDD ²	39.5	46.6	42.2
Senior Manager/Associate Director	29.1	38.7	39.6
Manager/Assistant Director	34.1	39.5	43.8
Supervisor Associate/Senior Associate/Senior	41.8	44.6	48.0
Staff/Assistant/Associate	65.9	74	74.8
Intern	34.3 ³	74.7	106.1
Administrator	6.2	9.3	5.5
Average hours of formal learning per person according to gender ⁴			
	FY21	FY22	FY23
Male ⁵	40.7	47.5	48.7
Female ⁵	38.0	40.7	42.2
Overall ⁶	37.5	39.8	42.0

Learning hours represent formal learning, delivered by the EY UK&I Learning & Development team only. Learning delivered by an external provider (e.g., as part of an Accounting Apprenticeship/ Graduate Programme to achieve a professional qualification (such as ICAEW/ICAS)), is not included in the figures and averages shown.

The learning data includes both UKI and UK FS, not including Ireland, Isle of Man nor Gibraltar. Data source – Global Learning dashboard as updated on 08/07/2024

Promotions

	FY22	FY23	FY24
Total promotions	3,522	3,232	2,743
Promotions to Partner ⁷	75	117	66
% of females among new Partners	36%	37%	33%

Headcount – overall and by gender

	FY22	FY23	FY24
Female	9,070	10,030	9,748
Male	9,861	11,054	10,435
Overall ⁸	18,962	21,136	20,294

Attrition rate – overall and by gender

	FY22	FY23	FY24
Female	16.1%	11.8%	11%
Male	19.8%	12.9%	12.2%
Overall	18.1%	12.4%	11.6%

Leadership groups by gender and ethnicity												
	FY22				FY23				FY24			
	Total number ⁹	% female ¹⁰	% ethnic minority ¹⁰	% ethnic minority Black/ mixed Black heritage ¹¹	Total number ⁹	% female ¹⁰	% ethnic minority ¹⁰	% ethnic minority Black/ mixed Black heritage ¹¹	Total number ⁹	% female ¹⁰	% ethnic minority ¹⁰	% ethnic minority Black/ mixed Black heritage ¹¹
LLP Board	10	60	10	0	10	60	10	0	10	40	10	0

Partners/Principals/Executive Directors/Directors by gender and ethnicity												
	FY22				FY23				FY24			
	Total number ⁹	% female ¹⁰	% ethnic minority ¹⁰	% ethnic minority Black/ mixed Black heritage ¹¹	Total number ⁹	% female ¹⁰	% ethnic minority ¹⁰	% ethnic minority Black/ mixed Black heritage ¹¹	Total number ⁹	% female ¹⁰	% ethnic minority ¹⁰	% ethnic minority Black/ mixed Black heritage ¹¹
Equity Partners	854	26	16	6.3	930	27	18	6.9	894	27	18	7.2
Non-Equity Partners	680	29	15	10.5	771	31	15	10.8	757	29	18	10.9
Equity & Non-Equity Partners Combined	1,534	27	15	8.1	1,701	29	17	8.5	1651	28	18	8.9

Workforce data by role – FY24								
	Female	Male	Age					
			Under 25	25-34	35-44	45-54	55-64	65 and over
Hires ¹²	49.8%	50.2%	44.7%	40.4%	10.4%	3.6%	0.8%	0.0%
Attrition	11.0%	12.2%	Not measured	Not measured	Not measured	Not measured	Not measured	Not measured
Ranks – client serving								
Equity Partner	27.0%	73.0%	0.0%	1.2%	27.7%	56.4%	14.7%	0.0%
Non-Equity Partner ¹⁴	29.2%	70.8%	0.0%	2.9%	44.0%	39.5%	12.8%	0.8%
Executive Director	36.1%	63.9%	0.0%	2.8%	8.3%	41.7%	44.4%	2.8%
Senior Manager	42.8%	57.2%	0.0%	29.1%	49.1%	17.3%	4.4%	0.1%
Manager	47.5%	52.5%	0.2%	66.0%	26.7%	5.7%	1.4%	0.0%
Senior	48.2%	51.8%	11.7%	77.6%	8.2%	1.7%	0.7%	0.0%
Staff/Assistant	46.0%	54.0%	64.9%	32.6%	1.9%	0.3%	0.2%	0.0%
EY internal support ranks								
Director	48.4%	51.6%	0.0%	0.3%	22.5%	49.4%	24.7%	3.2%
Associate Director	61.2%	38.8%	0.0%	7.2%	44.5%	35.6%	12.4%	0.4%
Assistant Director	66.5%	33.5%	0.1%	28.4%	44.4%	19.8%	7.1%	0.3%
Supervising Associate	64.0%	36.0%	0.9%	41.1%	32.7%	17.3%	7.5%	0.5%
Senior Associate	70.9%	29.1%	2.4%	52.8%	24.2%	12.5%	7.3%	0.7%
Associate	65.3%	34.7%	15.7%	38.4%	23.1%	9.5%	11.6%	1.7%
Admin	96.1%	3.9%	1.5%	8.8%	20.7%	30.3%	35.5%	3.2%

People by service line			
	FY22	FY23	FY24
Assurance	5,401	6,134	6,300
Tax	4,137	4,372	3,496
Consulting	4,092	4,998	5,109
Strategy and Transactions	1,773	1,967	1,798
Core Business Services	3,559	3,665	3,591
Total	18,962	21,136	20,294

EY Facts And Figures – Social

EY Ripples, the EY Corporate Responsibility programme, is anchored in a long-term goal to positively impact one billion people by 2030. Since EY Ripples was launched in 2018, we have positively impacted 81 million lives globally.

EY Ripples participation and lives impacted			
	Lives impacted		Participants
UK&I – UK	4,950,873		3,455
UKI FSO – UK	660,227		1,031
	5,611,100		4,486
Participants by EY Ripples focus area			
	Participants		
Accelerating Environment	2,594		
Impact entrepreneurs	251		
Next generation	1,641		
Total UK (excluding ROI & Gibraltar)	4,486		
Community investment	FY22	FY23	FY24
Hours invested by EY people (000s) ¹³	86.9	51.7	58.5
Value of time contributions (£m)	5.7	6.1	4.9
Cash investments (£m)	4.1	7.0	5.1
Greenhouse gas emissions	FY22	FY23	FY24
Total gross emissions (tCO ₂ e) ¹⁵	37,694	67,256	59,418
Total net emissions (tCO ₂ e) ¹⁵	5,231	-30,231	-6,943
Total gross emissions per employee (tCO ₂ e/FTE) ¹⁵	2.34	3.70	3.2
Scope 1 emissions (tCO ₂ e)	457	466	437
Scope 2 location-based emissions (tCO ₂ e)	3,120	3,468	3,197
Scope 3 emissions (tCO ₂ e)	34,117	63,322	55,785
Emissions per (£m) of revenue (tCO ₂ e/£m) ¹⁵	11.67	17.91	16.09

EY Facts And Figures – Client

To measure how the EY organisation is delivering an exceptional experience to our clients, we use the Global Brand Survey. It tracks brand perceptions among professional services organisations across clients and non-clients.			
For the latest survey, more than 200 UK respondents were interviewed. In FY21, we established a clear lead as the most favoured global professional services brand.			
Brand perceptions			
	2021	2023 ¹⁶	2024
Favourability	70% (#1)	67% (#2)	68% (#1)
Builds trust in business	49% (#1)	57% (#1)	54% (#3)
Builds trusted relationships	59% (#1)	56% (#1)	55% (#1)
Diverse teams and culture	48% (#1)	45% (#1)	41% (#3)

EY Facts And Figures – Client

Our ability to achieve our ambition and fulfil our purpose depends on our sustained and sustainable financial success.			
Revenue by service line			
	FY22	FY23 ¹⁶	FY24
Assurance	+11%	+17%	+10%
Consulting	+33%	+18%	-4%
Strategy and Transactions	+10%	+8%	-13%
Tax	+15%	+20%	+4%
Total	£3.23bn	£3.69bn	£3.70bn

Notes to EY facts and figures tables

Data does not include interns or contractors unless specifically stated.

1	Does not include contractors
2	PPED - Partners/Principals/Executive Directors/Directors
3	A significant increase in headcount in P12 accounts for the large variance
4	Average hrs of formal learning by gender is based on calendar year reporting (Jan 1 - Dec 31 2019, 2020, 2021, 2022, 2023)
5	Data based on total workforce where gender declared
6	Average hrs were for total workforce, including those where gender details were not declared
7	Promotions to Partner do not include those promoted from Non-Equity Partner to Equity Partner. For the start of FY25 there were 29 promotions to from Non-Equity Partner to Equity Partners, of which 44% were female
8	We have 111 people recorded as ‘Others’. These aren’t included in the male/female split in the above
9	As new Board make up/Partner promotions take place at the start of our Financial Year, numbers given are based on position of first day of the following year
10	Based on those that have declared as Male/Female or their ethnicity
11	Based on % of our ethnic minority Partners that are Black/mixed Black heritage
12	There were 22 hired who identified as ‘Others’. These are not included in the %.
13	Hours reported include time contributions beyond EY Ripples (e.g., other skilled and traditional volunteering and pro-bono activities.)
14	Partner data as per first day of FY25
15	Emissions are location based
16	2023 numbers are restated from last year

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