

FU<sup>+</sup>UREPLUS

# INDIVIDUAL COMPANY REPORT

Date: 17th Apr 2023

one hundred  
shoreditch

**Organisation size:** Small (51 to 250 people)

**Address:** 100 Shoreditch High Street,  
London, E1 6JQ, GB

**Industry:** Hospitality



# METHODOLOGY

FuturePlus is a comprehensive and accessible ESG impact measurement tool, designed to be easy to implement for businesses, and informative for finance professionals and the markets. Meaningful change is required across all industries and will occur when two conditions are met - when customers demand it, and when capital is conditional upon it.

FuturePlus inspires organisations to recognise that having a positive social and environmental impact rewards everyone. Through the provision of simple yet rigorous indicators and measurements, we will help everyone who works with us to achieve success in a way that customers appreciate, and that markets value.

We believe that when the incentives to report both impact and ambition are correct, and the rewards are clear, all businesses will change in a way that benefits both the environment and society.



FuturePlus allows companies of all sizes (but particularly micro, small and medium-sized organisations, who are underserved in this area), to measure, evidence and substantiate their sustainability and social impact and demonstrate this to investors and customers.

Our ESG model speaks to both consumer demand, and investment market data requirements in a way that improves marketability, and creates better returns.

From being able to demonstrate customer appetite, to reducing the cost of borrowing, and improving the value of an organisation, we believe we are able to quantify the returns that can be achieved by being a more sustainable and responsible business.

The measurement tool we have developed has approximately 200 indicators for micro and small businesses (a micro organisation is under 50 employees, and a small under 250 employees), and slightly over 250 indicators for medium to large organisations.

These are researched and adapted from a variety of best practice sources and industry standards such as recognised certification schemes, ESG indexes, the UN SDGs, UN Global Compact, Governments and NGOs, as well as the addition of our own impact-focused metrics.

These indicators are grouped into five themes:



These themes are then split across the subcategories of Governance, Leadership, Workforce, Supply Chain, Ecosystem, Carbon Footprint, Manufacturing and Industry, and Global Globals.

The subcategories allow for a weighting of the indicators that produce a comprehensive overview of an organisation's social, environmental and ethical policies and the outcomes a company's procedures and products create. Our algorithm is developed to allow for organisations of different sizes and from different sectors to be compared fairly.

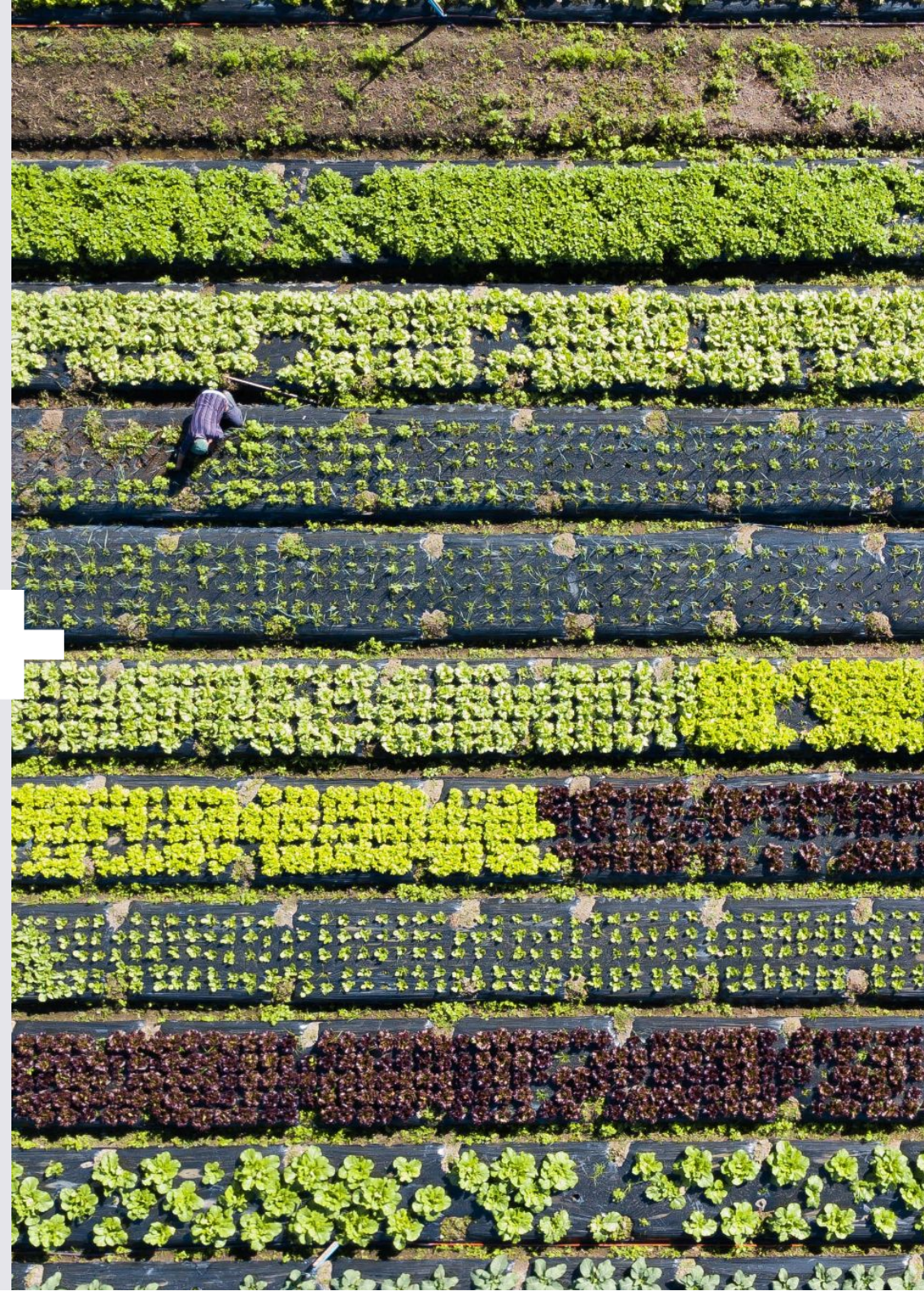
In addition to understanding the current sustainability status and score of an organisation, the FuturePlus platform will allow organisations to create an ambition for the sustainability objectives they are yet to achieve. This allows them to understand where they are now and where they want to be over the next three years, and track both profitability and impact over the same investment period.

Setting sustainability ambitions gives organisations the opportunity to commit to action within a defined time frame and generates an 'ambition rating', which bolsters their score and incentivises the organisation to reduce its negative footprint and increase its positive social and environmental impact.

The ambition rating provides the basis of a sustainability roadmap that can integrate with leading project management platforms and access to specialist advisory services provided by FuturePlus to guide clients along their journey.

As the measurement process requires engaging with the organisations, rather than 'scraping' data from external sources, the score is dynamic and can be updated by an organisation on a continuous basis, allowing them to showcase the changes they make and consistently improve their ESG score and positive impact. However, it also allows for scores to be reduced should ambitions and requirements not be met.

From being able to demonstrate customer appetite, to reducing the cost of borrowing, and improving the value of your organisation, we believe we are able to quantify the returns that can be achieved by being a more sustainable and responsible business.



Your

# REPORT



**FuturePlus is designed to provide investors and portfolio managers with a clear, quantifiable and comparable ESG score for all of its investee companies and for its Portfolios.**

The FuturePlus Portfolio Dashboard for finance professionals allows investors to group companies into funds and Portfolios, understand the score of each investee firm, and demonstrate in verifiable terms the ESG rating of each investment and fund.

Our methodology involves working with organisations to gain a baseline understanding of the positive environmental and social impact they are already achieving, and to identify how, through the incremental adaptation of their existing business practises, they can make a substantial positive difference, both to the planet and to the communities they operate in, source from, or sell to.

This report shows the ESG data of a company from one of your Portfolios. It can be used to assess the sustainability impact of the company including their sustainability Roadmap, and to view additional company information.

Company

# SCORES



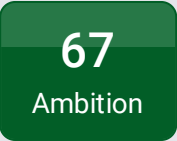
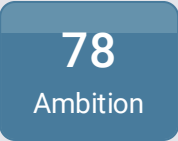
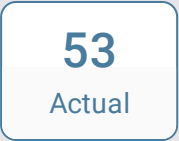
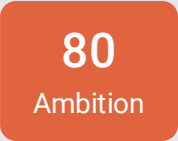
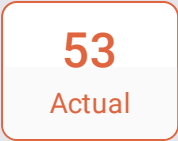
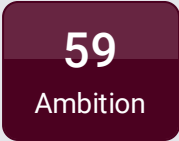
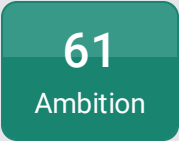
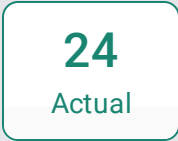
Climate

Diversity & Inclusion

Social

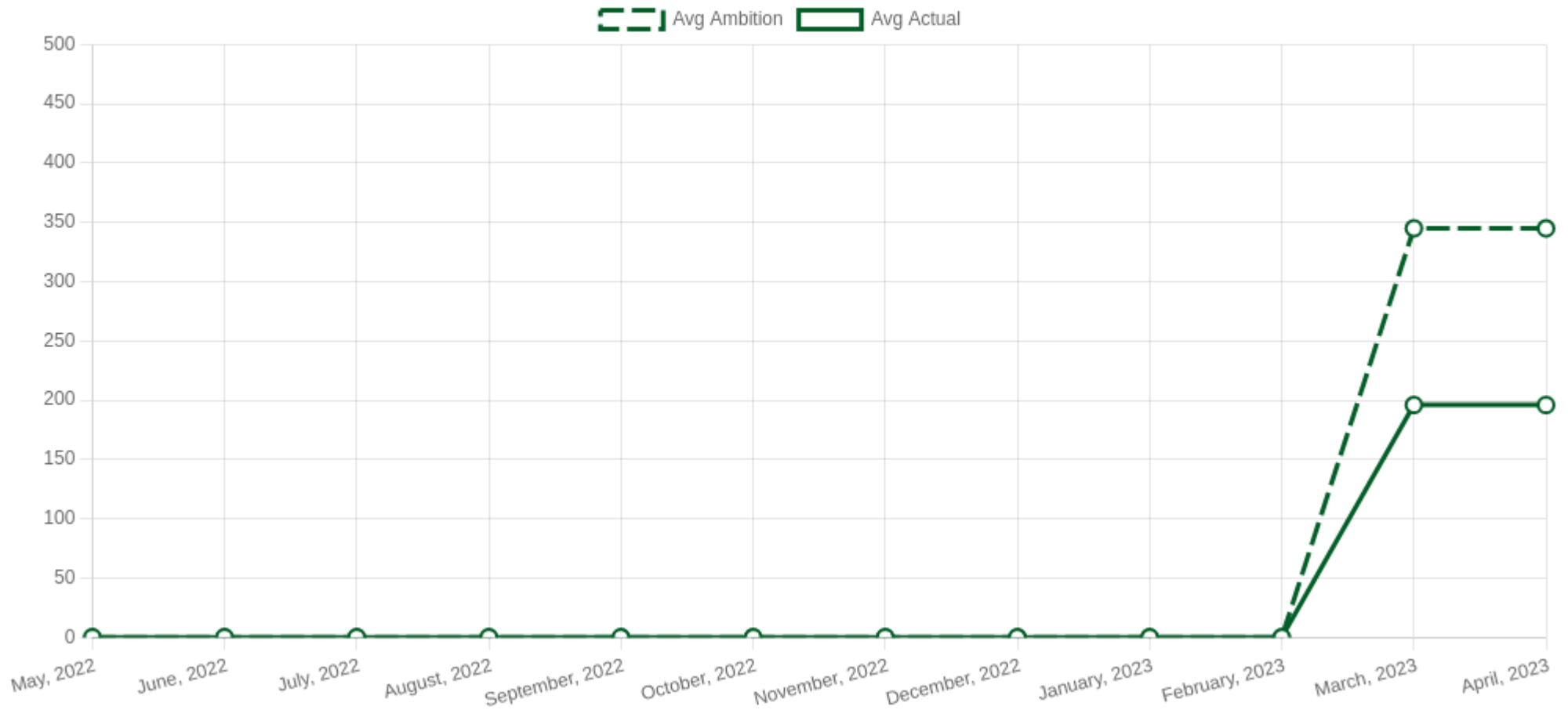
Economic

Environment



# METRICS

Overall Performance of One Hundred Shoreditch



# ACHIEVEMENTS



## Climate

<b>Governance</b>	Taking steps to significantly mitigate and reduce energy use and emissions
<b>Carbon Footprint</b>	Operational sites have energy-efficient features Transitioning to renewable energy and energy-efficient processes in a defined timeframe
<b>Supply Chain</b>	Uses third-party certification to confirm and validate supply chain sustainability Analyses, identifies and reduces supply chain sustainability risks

## Diversity & Inclusion

<b>Governance</b>	Ensures a diverse range of perspectives are consulted when developing organisation strategy
<b>Leadership</b>	Permits an equitable sharing of parental leave
<b>Workforce</b>	Positively promotes career opportunities within under-represented groups Employee uniform or dress code is inclusive and equitable Has sanitation facilities appropriate for a diverse workforce Ensures access to inclusive healthcare services in every operational territory Completes regular performance and career development reviews for all employees Ensures the provision of an accessible and inclusive workplace
<b>Global Goals</b>	Taking additional actions to meet the targets of SDG 10, Reduced Inequalities Taking additional actions to meet the targets of SDG 5, Gender Equality

## Economic

<b>Governance</b>	<p>Publishes a transparent annual report with an audited set of accounts</p> <hr/> <p>Has agreed lines of delegation and financial reporting</p> <hr/> <p>Has a publicly available policy regarding data usage and privacy issues</p> <hr/> <p>Has an employee feedback system that is regularly reviewed</p> <hr/> <p>Highest level of governance holds full financial and fiduciary responsibility</p> <hr/> <p>Regularly reviews and updates policies and procedures</p> <hr/> <p>Board or most senior governance group hold regular and minuted meetings</p>
<b>Leadership</b>	<p>Ensures stakeholders understand the legal, financial and practical implications of agreements entered into</p> <hr/> <p>Has regularly reviewed employment policies that conform to domestic and international standards</p> <hr/> <p>Communicates policies, benefits and working practices to all employees</p> <hr/> <p>Considers needs-based affordability in its products and services</p> <hr/> <p>Has a regularly reviewed and accessible employee grievance mechanism</p>
<b>Workforce</b>	<p>Provides skills and training to the workforce</p> <hr/> <p>Provides work-related insurance policies for all employees</p> <hr/> <p>Monitors and evaluates worker satisfaction and engagement</p> <hr/> <p>Ensures fair working hours and rest periods</p>
<b>Global Goals</b>	<p>Taking additional actions to meet the targets of SDG 9, Innovation and Infrastructure</p> <hr/> <p>Taking additional actions to meet the targets of SDG 8, Decent Work and Economic Growth</p>



## Environment

<b>Governance</b>	<p>Board or governance commitment to sustainability, or a sustainability risk committee</p>
<b>Leadership</b>	<p>Reduces or minimises energy use</p> <hr/> <p>Assesses and implements good sustainable practices in construction and redevelopment projects</p> <hr/> <p>Recognises and mitigates the environmental impact of planned usage when acquiring property or land</p> <hr/> <p>Has practices and policies in place to reduce noise pollution issues</p> <hr/> <p>Has taken steps to significantly reduce the use of single-use plastics</p>
<b>Workforce</b>	<p>Trains their employees on relevant sustainability practices and principles</p> <hr/> <p>Ensures inclusive and ethical food options are offered where appropriate</p>
<b>Ecosystem</b>	<p>Ensures all hazardous materials are disposed of to the highest international environmental standards</p> <hr/> <p>Uses environmentally friendly cleaning chemicals throughout operations</p>
<b>Global Goals</b>	<p>Taking additional actions to meet the targets of SDG 11, Sustainable Cities and Communities</p>



**Social**

**Governance** Provides transparent financial reporting in every operational territory

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Looks for a commitment to positive social impact when selecting leadership team members

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Ensures personnel are trained in all policies and procedures

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The Board or most senior governance group consults with stakeholders on economic, environmental and social impact of organisation

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Ensures external comms are ethical, factual and appropriate

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**Leadership** Has screened employee pension scheme for ethical, environmental and social credentials

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Provides, produces or promotes access to healthy diets and lifestyles

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Invests in making a positive change to communities in which it operates

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Engages with communities to mitigate and manage social risk

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**Workforce** Ensures all employees have adequate access to quality healthcare

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Makes relevant training and professional development available for all employees

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Has a flexible working policy

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Has a pension plan accessible by all employees

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Provides internationally mobile workforce with adequate insurance cover

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**Supply Chain** Requires suppliers to report on potential conflicts of interest

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**Ecosystem** Products and services contribute to the good health and well-being of stakeholders

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Ensures advertising and comms are ethical, accurate and positive

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**Social**

**Global Goals** Taking additional actions to meet the targets of SDG 4, Quality Education

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Taking additional actions to meet the targets of SDG 1, No Poverty

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Taking additional actions to meet the targets of SDG 3, Good Health and Wellbeing

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# ROADMAP



	3 MTHS	6 MTHS	12 MTHS	18 MTHS	3 YRS
<p><b>Does your organisation monitor, record, and report its energy use and scopes 1 &amp; 2 carbon emissions?</b>                      Climate / Governance Submitted: 09/Mar/2023</p>	82 Days left				
<p><b>Do you have a climate change mitigation and adaptation policy and programme within your organisation?</b>                      Climate / Governance Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Does your organisation actively seek to reduce the greenhouse gas emissions caused by your employees commuting or travelling for business purposes?</b>                      Climate / Leadership Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Does your organisation assess and address the social and environmental impact of transporting employees and guests to business meetings, trade shows, conferences, and events?</b>                      Climate / Leadership Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Has your organisation committed to Net Zero by 2050 in terms of carbon and greenhouse gas emissions, and do you have a measurable year-on-year emissions reduction plan?</b>                      Climate / Leadership Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Do you encourage your workforce to conserve energy in the workplace?</b>                      Climate / Workforce Submitted: 09/Mar/2023</p>	174 Days left				
<p><b>Do you undertake an assessment of your organisation's scope 3 emissions?</b>                      Climate / Supply Chain Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>When selecting suppliers, does your organisation calculate the carbon emissions related to the manufacturing and transport of the goods you are purchasing, and make procurement decisions based on an understanding of their carbon footprint?</b>                      Climate / Supply Chain Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Has your organisation set significant targets to reduce its energy consumption and carbon emission intensity?</b>                      Climate / Carbon Footprint Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Does your organisation complete annual climate risk assessments for its products, services, and operations?</b>                      Climate / Carbon Footprint Submitted: 09/Mar/2023</p>	356 Days left				
<p><b>Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 13 - Climate Action?</b>                      Climate / Global Goals Submitted: 09/Mar/2023</p>	540 Days left				
<p><b>Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 7 - Affordable and Clean Energy?</b>                      Climate / Global Goals Submitted: 09/Mar/2023</p>	82 Days left				
<p><b>Do your organisation's diversity and inclusion policies cover the following: gender, race, colour, disability, identity, neurodiversity, age, nationality, union affiliation, and religion?</b>                      Diversity &amp; Inclusion / Governance Submitted: 09/Mar/2023</p>	82 Days left				
<p><b>Does your organisation have comprehensive policies and procedures that promote diversity and inclusion?</b>                      Diversity &amp; Inclusion / Governance Submitted: 09/Mar/2023</p>	82 Days left				
<p><b>Does the Board of Directors or your most senior governance group annually review the diversity and inclusion of the organisation?</b>                      Diversity &amp; Inclusion / Governance Submitted: 09/Mar/2023</p>	174 Days left				
<p><b>Does your organisation consider, promote, and support economic inclusion when selecting suppliers?</b>                      Diversity &amp; Inclusion / Supply Chain Submitted: 09/Mar/2023</p>	356 Days left				

	3 MTHS	6 MTHS	12 MTHS	18 MTHS	3 YRS
Does your organisation have clear and effective policies to prevent and penalise discrimination, harassment, and bullying within your supply chain? <b>Diversity &amp; Inclusion / Supply Chain</b> Submitted: 09/Mar/2023	356 Days left				
Does your organisation ensure, promote, and support diversity and inclusion within its supply chain? <b>Diversity &amp; Inclusion / Supply Chain</b> Submitted: 09/Mar/2023	353 Days left				
Does your organisation externally promote its values and how they apply to diversity and inclusion? <b>Diversity &amp; Inclusion / Ecosystem</b> Submitted: 09/Mar/2023	174 Days left				
Does your organisation ensure diverse and equal representation across media and communications channels? <b>Diversity &amp; Inclusion / Ecosystem</b> Submitted: 09/Mar/2023	174 Days left				
Does your organisation have an anti-corruption and bribery policy, and an anonymous whistle-blowing policy? <b>Social / Governance</b> Submitted: 15/Mar/2023	91 Days left				
Does your organisation have an anti-harassment policy? <b>Social / Governance</b> Submitted: 09/Mar/2023	82 Days left				
Is it an objective of your business to influence ethical decision making in your value chain? <b>Social / Governance</b> Submitted: 09/Mar/2023	356 Days left				
Does your organisation publish its vision, mission, and values? <b>Social / Governance</b> Submitted: 09/Mar/2023	82 Days left				
Does your organisation have a written procedure for handling HR issues linked to harassment, bullying, and inappropriate behaviour, including a formal whistle-blowing policy linked to the Board of Directors or your most senior governance group? <b>Social / Leadership</b> Submitted: 15/Mar/2023	91 Days left				
Does your organisation have a code of conduct which includes prohibiting sexual exploitation in all forms? <b>Social / Leadership</b> Submitted: 09/Mar/2023	82 Days left				
Does your organisation ensure the majority of food produced or procured is certified by internationally recognised ethical standards? <b>Social / Leadership</b> Submitted: 09/Mar/2023	353 Days left				
Does your organisation recognise and pay the real Living Wage to all of your employees relevant to their specific geography? <b>Social / Workforce</b> Submitted: 09/Mar/2023	174 Days left				
Does your organisation have and distribute to all employees an Employee Handbook containing the company's code of conduct and policies? <b>Social / Workforce</b> Submitted: 09/Mar/2023	174 Days left				
Do you have a supplier code of conduct? <b>Social / Supply Chain</b> Submitted: 09/Mar/2023	353 Days left				
Does your organisation provide fair and just trading terms within your supply chain with preferential terms for SMEs? <b>Social / Supply Chain</b> Submitted: 09/Mar/2023	356 Days left				
Does your organisation assess human rights risks within its supply chain? <b>Social / Supply Chain</b> Submitted: 09/Mar/2023	356 Days left				



	3 MTHS	6 MTHS	12 MTHS	18 MTHS	3 YRS
Does your organisation verify that no child labour exists within its own operations and its supply chain? <b>Social / Supply Chain</b> Submitted: 09/Mar/2023	356 Days left				
Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 2 - Zero Hunger? <b>Social / Global Goals</b> Submitted: 09/Mar/2023	356 Days left				
Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 16 - Peace, Justice and Strong Institutions? <b>Social / Global Goals</b> Submitted: 09/Mar/2023	540 Days left				
Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 12 - Responsible Consumption and Production? <b>Social / Global Goals</b> Submitted: 09/Mar/2023	356 Days left				
Does your organisation provide guidance and clear policies on anti-corruption and bribery for all employees? <b>Economic / Governance</b> Submitted: 15/Mar/2023	91 Days left				
Does your organisation have a comprehensive and publicly available code of ethics? <b>Economic / Governance</b> Submitted: 09/Mar/2023	79 Days left				
Does your organisation have an anti-corruption and reporting system in place, including an anonymous whistle-blowing policy? <b>Economic / Governance</b> Submitted: 15/Mar/2023	91 Days left				
Does your organisation have a formal human rights policy that is made available to all stakeholders? <b>Economic / Governance</b> Submitted: 09/Mar/2023	356 Days left				
Does your organisation publish a modern slavery statement? <b>Economic / Governance</b> Submitted: 09/Mar/2023	82 Days left				
Does your organisation have comprehensive health and safety policies and procedures that conform to the highest industry standards? <b>Economic / Leadership</b> Submitted: 15/Mar/2023	91 Days left				
Does your organisation have transparent employment policies that promote equity in relation to gender, age, nationality, ethnicity, religion, sexuality, colour, caste, language, neurodiversity, and disability? <b>Economic / Leadership</b> Submitted: 15/Mar/2023	91 Days left				
Do you have comprehensive IT security policies and procedures in place that are regularly reviewed, and include the creation of complex passwords? <b>Economic / Leadership</b> Submitted: 09/Mar/2023	82 Days left				
Does your organisation provide access to financial education for its employees? <b>Economic / Workforce</b> Submitted: 09/Mar/2023	356 Days left				
Does your organisation ensure equal pay for equal work by carrying out an annual pay gap analysis and addressing any pay differences? <b>Economic / Workforce</b> Submitted: 09/Mar/2023	82 Days left				
Do you source your essential products and services as locally as possible? When local is not possible, do you source using ethical trading principles such as FairTrade? <b>Economic / Supply Chain</b> Submitted: 09/Mar/2023	540 Days left				
Does your organisation screen and monitor its key suppliers for compliance with labour rights and standards as per ILO policies and guidelines? <b>Economic / Supply Chain</b> Submitted: 09/Mar/2023	356 Days left				

	3 MTHS	6 MTHS	12 MTHS	18 MTHS	3 YRS
Does your organisation ensure ethical buying standards throughout its supply chain? <small>Economic / Supply Chain Submitted: 09/Mar/2023</small>	540 Days left				
When selecting leadership team members do you look for a commitment to sustainability and environmental issues? <small>Environment / Governance Submitted: 09/Mar/2023</small>	174 Days left				
Does your organisation report to all your stakeholders on your social and environmental performance? <small>Environment / Governance Submitted: 09/Mar/2023</small>	174 Days left				
Does your organisation have a waste reduction strategy across all operational sites? <small>Environment / Leadership Submitted: 09/Mar/2023</small>	82 Days left				
Does your organisation have an organisation-wide recovery and recycling programme for all materials that can be recycled? <small>Environment / Leadership Submitted: 09/Mar/2023</small>	356 Days left				
Has your organisation made a commitment to reduce or remove deforestation and forest degradation from your direct operations and/or supply chain? <small>Environment / Leadership Submitted: 09/Mar/2023</small>	356 Days left				
Are your organisation's external communications designed to discourage negative and/or influence positive social and environmental behaviour? <small>Environment / Leadership Submitted: 09/Mar/2023</small>	356 Days left				
When designing or developing new products and/or services, do you actively identify sustainability risks? <small>Environment / Leadership Submitted: 09/Mar/2023</small>	356 Days left				
Does your organisation preference the procurement of products or services that promote the sustainable use of natural materials? <small>Environment / Supply Chain Submitted: 09/Mar/2023</small>	540 Days left				
Do you have a supplier code of conduct that covers positive environmental practices? <small>Environment / Supply Chain Submitted: 09/Mar/2023</small>	356 Days left				
When choosing suppliers, does your procurement system prioritise those who have third party accredited standards relating to sustainability? <small>Environment / Supply Chain Submitted: 09/Mar/2023</small>	356 Days left				
Does your organisation screen its key suppliers for their positive environmental practices or negative environmental impact? <small>Environment / Supply Chain Submitted: 09/Mar/2023</small>	356 Days left				
Does your organisation measure, review, and reduce the impact of transporting its goods and products across its supply chain? <small>Environment / Supply Chain Submitted: 09/Mar/2023</small>	356 Days left				
Does your organisation measure and manage any non-food waste it generates? <small>Environment / Ecosystem Submitted: 09/Mar/2023</small>	174 Days left				
Do you have a programme or partnership which encourages your workforce to take individual action to reduce and mitigate their negative environmental footprint? <small>Environment / Ecosystem Submitted: 09/Mar/2023</small>	356 Days left				
Does your organisation actively prevent recyclable waste from reaching landfill, incinerators, and the ocean? <small>Environment / Ecosystem Submitted: 15/Mar/2023</small>	91 Days left				



	3 MTHS	6 MTHS	12 MTHS	18 MTHS	3 YRS
Does your organisation measure and manage any food waste it generates? <small>Environment / Ecosystem Submitted: 09/Mar/2023</small>	174 Days left				
Does your organisation actively invest in environmental protection and conservation? <small>Environment / Ecosystem Submitted: 09/Mar/2023</small>	356 Days left				
Does your organisation measure and manage its water usage? <small>Environment / Ecosystem Submitted: 09/Mar/2023</small>	174 Days left				
Does your organisation have evidence of the identification and management of its positive contributions to SDG 15 - Life on Land? <small>Environment / Global Goals Submitted: 09/Mar/2023</small>	540 Days left				
Does your organisation have evidence of the identification and management of its positive contributions to SDG 14 - Life Below Water? <small>Environment / Global Goals Submitted: 09/Mar/2023</small>	540 Days left				
Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 6 - Clean Water and Sanitation? <small>Environment / Global Goals Submitted: 09/Mar/2023</small>	356 Days left				
Are you a signatory of the UN Global Compact? <small>Environment / Global Goals Submitted: 09/Mar/2023</small>	174 Days left				

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