



IMPACT REPORT

2022

World class sustainability consulting



ABOUT THIS REPORT

As a certified B-Corp, One Stone Asia Pacific (One Stone Advisors Pty Ltd) is committed to using business as a force for good by growing our positive impact and doing business with integrity. Our purpose is to enable sustainable business leadership. We help clients:

- align strategy with stakeholder expectations
- embed leading practice
- set impact-based goals and priorities
- create and maintain a culture of integrity, and
- build trust and engagement through openness and partnership.

As well as supporting our clients to lead and learn from best practice, we aim to continuously improve our own social, environmental and economic impact, guided by the United Nations 2030 Agenda, 10 Principles of the UN Global Compact and core B Corp values of impact measurement and accountability. This annual Impact Report shares our journey and covers our head office operations in Sydney, Australia for FY 2020-2021.

ACKNOWLEDGMENT OF COUNTRY

One Stone Asia Pacific acknowledges the Traditional Custodians of the lands where we live and work. We pay our respects to Elders past, present and emerging, and honour their strength, culture and ongoing connection to Country.

ABOUT US

One Stone Asia Pacific is a purpose-driven, women-owned sustainability advisory firm specialising in impact measurement and leadership, ESG strategy, planning and engagement. Our mission is to help clients become more effective sustainability leaders by turning challenges into lasting value. Our aim is to create measurable positive impact through every project we do.

As a certified B Corporation, we are committed to high standards of social and environmental performance and creating value for all our stakeholders. We do this by:

- Being the change we seek in the world.
- Conducting our business as if people and place mattered.
- Aspiring to do no harm and benefit all.
- Recognising that we are interdependent, responsible for each other and have a duty of care to future generations.
- Setting goals and publicly reporting on our social and environmental impacts.

OUR IMPACT

In 2019, One Stone successfully certified as a B Corp with a verified score of 114.4, the top-ranking company in our industry sector and market. Since then, we have continued to work hard across the board to grow our positive impact.

We are incredibly proud that these efforts were reflected in our 2022 recertification score of 134.7—an improvement of over 20 points across all areas of the B Impact Assessment. This inspires us to keep going and become an even greater force for good for our stakeholders, for nature and generations to come. You can find our B Corp Directory profile [here](#).

This report is an integral part of our impact journey and shares our impact highlights, contribution to the 2030 Agenda and goals for 2022 and beyond.

OVERALL B IMPACT SCORE

ONE STONE ASIA PACIFIC

SECTOR: Service with minor environmental footprint

INDUSTRY: Professional and Technical Services / Environmental Consulting industry

| | Fiscal Year End Date June 30 2018 | Fiscal Year End Date June 30 2021 |
|-------------------------------|--|--|
| Governance | 8.2 | 21.4 |
| Community | 49.6 | 50.2 |
| Environment | 16.2 | 16.5 |
| Customers | 40.3 | 46.4 |
| Overall B Impact Score | 114.4 | 134.7 |

*BIA scores rounded to nearest decimal

Based on the B Impact assessment, One Stone Asia Pacific earned an overall score of **134.7**. The median score for ordinary businesses who complete the assessment is currently **50.9**



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

OUR IMPACT GOALS

5 KEY THEMES

GOVERNANCE



Act with integrity and be accountable for our impacts.



Support the 17 Sustainable Development Goals (SDGs) through our work (especially SDGs 4, 5, 8, 10, 12, 13, 16 and 17).

PEOPLE



Treat people fairly and empower for good.



Be a caring and inclusive place to work.

CUSTOMERS



Pic: Cassandra Hannagan

Move the needle with every project we do.



Ensure customer privacy and data security.

COMMUNITY



Share our skills and resources.



Use procurement to reduce our footprint and achieve positive impacts.

ENVIRONMENT



Be a low-carbon business.



Help nature recover.

OUR IMPACT HIGHLIGHTS

GOVERNANCE



1 Act with integrity and be accountable for our impacts

In 2020-2021 we:

- Formally embedded our commitment to consider our stakeholders and show social and environmental responsibility into our company Constitution to ensure it stays firmly at the heart of our corporate purpose as we evolve and grow.
- Used our B Corp recertification to identify areas for improvement, set additional baselines and boost our score.
- Produced our first public Impact Report, setting out key goals and progress for the year.

2 Support the 17 SDGs through our work (especially SDGs 4, 5, 8, 10, 12, 13, 15, 16 and 17)

In 2020-2021 we:

- Helped 10 organisations map and integrate the global goals into strategies and corporate plans and set measurable targets, in line with SDG 12.6.
- Delivered 6 pro bono presentations on the global goals engaging up to 100 people on the 2030 Agenda.
- Signed the Womens' Empowerment Principles (WEP) developed by the UNGC and UN Women to promote gender equality and women's empowerment in our workplace, marketplace and community, in support of SDG 5.5.

PEOPLE

3 Treat people fairly and empower for good

In 2020-2021 we:

- Grew our team by recruiting 4 accomplished women Associates with core skills in corporate responsibility, impact measurement, carbon footprinting and diversity and inclusion.
- Upskilled 2 team members to become B Consultants, as an investment in their personal and career development and our ability to create positive business impact.

4 Be a caring and inclusive place to work

In 2020-2021 we:

- Took the first step towards establishing a 4-day working week to create more work/life balance for our team.
- Practiced deep listening and consultation of our team members to ensure they feel that their voice is heard and are valued at work.

CUSTOMERS

5 Move the needle with every project we do

In 2020-2021:

- We achieved at least 4/5 stars for customer satisfaction on every project, with 57% of clients selecting us for our global expertise and knowledge.
- Over 2/3 of our customers reported direct improvements including increased company awareness, strategic focus, and improved internal organisation.
- Two of our clients were recognised in Australia's most prestigious sustainability awards, with Sydney Opera House winning the 2021 NSW Banksia Award for large enterprise transformation as the first major arts institution in the world to publicly support and strategically align with the SDGs, and Port of Newcastle nominated as a finalist for the Small and Medium Enterprise Transformation and Net Zero Action Awards. The Diversity and Inclusion book we edited was also longlisted by the Chartered Management Institute 2022 management book of the year.

6 Ensure customer privacy and data security

In 2020-2021:

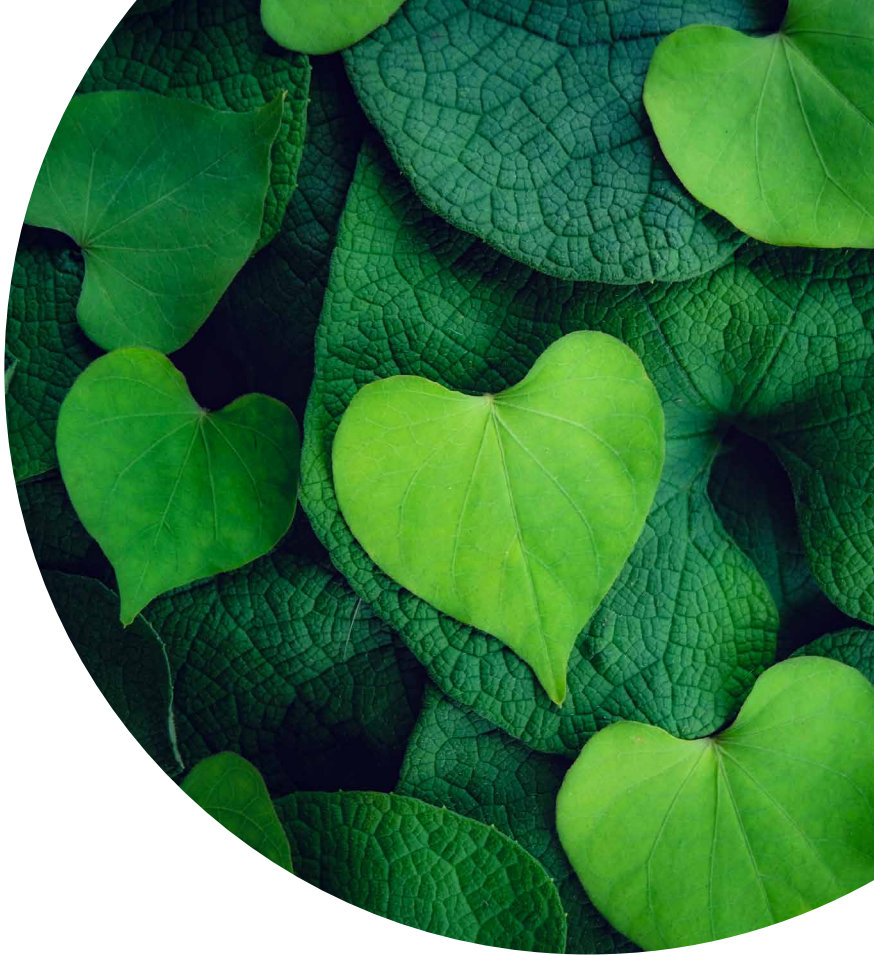
- Our Privacy Policy was refreshed and published on our website.
- The privacy terms of our Services Agreement were updated to ensure compliance with the Privacy Act 1988 (Cth).
- Our cybersecurity and antivirus measures were reviewed and renewed.

COMMUNITY

7 Share our skills and resources

In 2020-2021 we:

- Contributed over 450 hours of volunteering time in support of local non-profits, to further the work of the UN and advance the SDGs.
- Donated 1% of annual profit to charity, including helping raise funds to purchase over 1.9 million Covid-19 vaccines for 92 lower and middle-income countries, prioritising the most vulnerable.
- As an active member of the B Corp Climate Collective (BCCC) and WWF-Australia Renewable Energy Business Champion, we worked with other industry players to develop net zero business tools, compile leadership case studies and advocate for policy and legislation to set Australia on a path to Net Zero by 2050.



8 Use procurement to reduce our footprint and achieve positive impacts

In 2020-2021 we:

- As a woman-owned and led business ourselves, sourced nearly a third of company services and supplies from other women-owned and/or local suppliers.
- Were rated 5/5 stars by our suppliers as a good customer to work for.
- Reviewed and compared suppliers in key categories of spend to ensure they met at least one sustainability characteristic, including carbon-neutral, certified organic and/or aligned with the SDGs.

ENVIRONMENT

9 Be a low-carbon business

In 2020-2021 we:

- Joined the B Corp Climate Collective and Race to Zero initiative and recalculated our Scope 1 and 2 emissions carbon footprint as a first step towards setting a science-based target.
- Over 76% of our total energy use was from renewable energy.
- Achieved zero waste to landfill at our Sydney office, with 100% of office waste composted, rehomed or recycled.

10 Help nature recover

In 2020-2021 we:

- Became a Business for Nature signatory to show our support for a transformative global framework that delivers for nature, climate and people.
- Installed an office composting system and worm farm for our organic waste.
- Adopted a native beehive to promote local pollination and biodiversity.

GOALS FOR 2022 AND BEYOND



GOVERNANCE

- Refresh our Code of Conduct in 2023.
- By 2025, help 5 new clients to integrate the SDGs into their corporate strategy.



PEOPLE

- Mentor young people in our field and create at least one new employment opportunity within our business by 2023.
- All core team members benefit from an enriching professional development opportunity by 2024.



CUSTOMERS

- To help more businesses be a force for good, provide B Consulting services to 4 new clients by 2024.
- Monitor ongoing and emerging cybersecurity risks and develop a risk management plan by 2023.



COMMUNITY

- Share pro bono SDG expertise with 3 new organisations by 2025.
- By 2024, increase by 10% the number of minority-owned and local suppliers we source from.







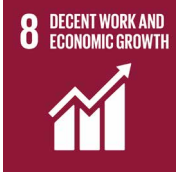


ENVIRONMENT

- Sign up to the SME Climate Hub in 2022 and publicly commit to achieving net zero carbon emissions by 2030.
- By 2023, undertake a biodiversity blitz at our head office site to identify onsite native flora and fauna.


PROGRESS AT A GLANCE

ACT WITH INTEGRITY

| FOCUS | DESIRED OUTCOME | ACTIONS AND RESULTS | KPI | 2022 AND BEYOND | SDGs |
|--|---|---|---|--|--|
| Transparency & Accountability | Reporting to stakeholders | <p>We have committed to making our company more transparent by publicly reporting our social and environmental annual results & impacts</p> <p>We updated and refreshed our website and created our first public Impact Report to share our goals, results and key impacts</p> | Publication of annual impact report and description of transparency measures taken | Our next impact report will include baseline comparisons to show how we are performing as a B Corp. In 2023 we will review and refresh our Code of Conduct |  <p>SDG 16.6 Develop effective, accountable and transparent institutions at all levels</p> |
| Pro Bono | Advocacy for Social and Environmental Standards | <p>Joined the B Corp Climate Collective and WWF-Australia Renewables Nation business champions campaign to advance shared action and put Australia on a path to Net Zero by 2050</p> <p>We shared 7 good practice case studies with the B Corp community to inspire change and participated in 3 public campaigns with 117 other businesses, including sending an open letter to the Prime Minister in the lead up to COP26, petitioning for federal legislation and a transition to renewables to achieve Net Zero by 2050</p> | Number and nature of advocacy initiatives and actions taken during the reporting period | We will continue our public support for bold, shared action on climate and nature as a WWF-Australia business champion and Business for Nature signatory in the lead up to COP15 in 2022 |  <p>SDG 17.17 Encourage and promote effective public-private and civil society partnerships</p> |
| Suppliers | Diversity, Equity & Inclusion | <p>Refreshed our Sustainable Procurement Policy and committed to source at least 25% of procurement spend from local and underrepresented supplier categories</p> <p>Currently landing at 27% local and underrepresented suppliers, our biggest spend categories are key business services such as insurance and ICT where there remains a lack of market diversity and choice</p> | % share of annual procurement spend (AUD) on local and underrepresented suppliers | Grow our share of local and diverse procurement spend by 10% by 2024, review our significant supplier options on an ongoing basis when contract renewals come up, and continue to engage with suppliers on priority issues including waste, carbon, and human rights |  <p>SDG 10.2 Empower and promote the social, economic and political inclusion of all</p> |

| FOCUS | DESIRED OUTCOME | ACTIONS AND RESULTS | KPI | 2022 AND BEYOND | SDGs |
|-------------|---------------------------|---|---|---|--|
| Customers | Sustainability Leadership | Supported 8 organisations to conduct SDG mapping, develop sustainability strategies and action plans, and set SMART performance improvement targets Two clients were independently recognised as sustainability leaders, with Sydney Opera House winning the 2021 NSW Banksia Award for large business transformation and Port of Newcastle nominated as a finalist for SME transformation and net zero action | # clients reached # clients achieving third party recognition for sustainability leadership | By 2025, we will help 5 new clients to integrate the SDGs into their corporate strategy |  SDG 12.6 Adopt sustainable practices and integrate sustainability information into reporting |
| | Direct impact improvement | Provided sustainability performance improvement advice to 5 clients Over two thirds of our customers (71%) saw a direct impact improvement demonstrated by increased awareness, implementation of sustainability strategy, and improved internal organisation and direction | % of customers reporting direct impact improvement as a result of working with us # customers (re) certifying as B Corps | Provide B Consulting services to 4 new clients by 2024 to help more businesses become a force for good |  SDG 8.4 Improve global resource efficiency and decouple economic growth from environmental degradation |
| Environment | Net Zero | We committed to achieving net zero carbon emissions by 2030 through the B Corp Climate Collective and reporting annually on progress We measured our Scope 1 & 2 emissions and sourced 76% of our energy from renewable sources | Annual public reporting on our progress towards net zero by 2030 % renewable energy as a share of total energy use | Set a science-based target for Scope 1 and 2 by 2023 and start to measure Scope 3 Grow the share of carbon neutral suppliers to reduce our Scope 3 emissions footprint |  SDG 13.3 Improve education, awareness-raising and human and institutional capacity on climate change |
| | Nature Positive | We are a Business for Nature signatory and are committed to fostering nature-positive working practices 100% of office organic waste was recycled via our onsite composting and worm farm and we installed a native beehive to support local pollination and biodiversity | % organic waste recycled onsite | By 2023 conduct a biodiversity blitz at our head office to identify key native flora and fauna and develop a biodiversity action plan |  SDG 15.5 Take action to reduce degradation of natural habitats, halt loss of biodiversity and prevent extinction |

EMPOWER FOR GOOD

| FOCUS | DESIRED OUTCOME | ACTIONS AND RESULTS | KPI | 2022 AND BEYOND | SDGs |
|--------------|----------------------|--|---------------------|--|---|
| Volunteering | Strong civil society | <p>We are committed to sharing our skills and giving back to the community.</p> <p>Delivered over 450 hours of volunteer time to the United Nations Association of Australia, a local not-for-profit, to improve governance, raise awareness of the SDGs in NSW and commemorate the 75th anniversary of the UN</p> | # volunteer hours | Share pro bono SDG expertise with 3 new organisations by 2025 |  <p>SDG 4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development</p> |
| People | Gender equality | <p>We are a woman-owned and led company and a signatory of the Womens' Empowerment Principles (WEP) developed by the UNGC and UN Women to promote gender equality and women's empowerment in our workplace, marketplace and community</p> <p>Four accomplished women associates were added to our team</p> | # women represented | Create at least one new employment opportunity for young women by 2023 |  <p>SDG 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels</p> |





In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office



**ONE STONE SUPPORTS
THE SDGS**



One Stone Advisors Pty Ltd, Sydney, Australia

ABN 45 655 468 643

e: hello@onestoneadvisors.com.au

t: +61 (0)435 098 898

<https://onestoneadvisors.com.au>

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