

ERGO

IMPACT REPORT

2025

We're only just getting started.



LEADERSHIP LETTER

*Tom Walton
Creative Director*



*Neil Livesey
Digital Director &
Sustainability Champion*



Dear Readers,

This year marks a huge moment for us - we're officially a certified B Corp. It's something we've been working towards for a long time, and it reflects what we've always believed: that business can be a force for good, balancing profit with purpose.

The past year has been a big one for us. We became a certified Great Place to Work and landed in the UK's Top 100 lists for both Wellbeing and Development. We also became a certified Living Wage employer and earned our Green Small Business certification. All of this matters to us because building a business we're proud of isn't just about the work we deliver, it's about the way we look after people and the planet while we do it.

This report is our first step in sharing the story more openly. It sets a baseline we can build on, and it keeps us honest about where we're heading.

Thanks for being part of it, we're only just getting started.

B CORP SCORE

82.7

GOVERNANCE

16.0

Marketing meeting



We've always felt our governance was pretty in order, however running through the B Corp journey has highlighted to us that there is always room for improvement. We've tightened up a lot of our documentation, including refiling our confirmation statement to legally commit to improving our social and environmental performance.

WORKERS

33.8

Agency Awards



It's been an amazing year for team Ergo. We kicked off with the news that we'd been awarded Great Place to Work Certification, and have subsequently been in the top 100 workplaces for Wellbeing, Development, and Advertising, Media & Marketing. We are really proud that the team enjoy working here so much. The team have been busy with internal incentives and upskilling each other.



I've been with Ergo over 3 years now and honestly I hope I'm here for the next 30.

Abbi Marie Lloyd, Graphic Designer



COMMUNITY

17.1

*Shipston Ladies
Hockey*



Another busy year in the community. Tom has been helping with the local community fete, which had another successful year, including a Lancaster flypast and a visit from Kaleb Cooper. Tom is Chairman of the fete committee. Beyond that, we've continued to support the local school PTA and the LC Sports Club, sponsor Shipston Ladies Hockey, and make various donations to charity events that clients have taken part in.

ENVIRONMENT 13.0

Our Cotswolds office



The environment has always been a priority for Ergo, and this year it has become a key focus. As a result, both Neil and Charlotte have created the Sustainability team. We have had our carbon footprint measured by Green Small Business and are currently working on our action plan to reduce our carbon emissions. Next, we will implement our carbon reduction plan.

CARBON FOOTPRINT

89.8%

Scope 3

9.4%

Scope 1

19.6
tonnes CO₂e

0.8%

Scope 2



GREEN
SMALL
BUSINESS
CERTIFIED

ENVIRONMENTAL POLICY



1.

**Reduce our carbon
footprint (scope 1, 2 & 3)**

2.

**Reduce
energy use**

3.

**Embed sustainability
into project delivery**

4.

**Further embed environmental
considerations into our operations**

5.

**Reduce emissions from
travel & transportation**

CUSTOMERS

2.5

*Avon and Somerset
Police Workshop*



Listening to client feedback: we've continued to look at ways we can be an extension of our clients' teams, rather than being just an agency they come to for transactional work. We aim to build long-term relationships with clients to help them communicate their message through creative design and strategy.

NEXT STEPS

1.

**Achieving
net-zero by 2050**

2.

**Implementing our
carbon reduction plan**

3.

**Working towards
new B Corp standards**



ERGO



*Thanks for taking the time
to explore our impact report.*

