

PURPOSE & SUSTAINABILITY

Impact Report.

Creating positive change.



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CORE VALUE

Respect in times of change

SEC Newgate UK's core value is Respect: For our clients, our people, our suppliers, our community and the environment.

As an award-winning corporate affairs and crisis communications advisor we have seen 'respect' under strain in the past year driven by changes in the discourse that surrounds corporates and a fragmentation in the audiences that hold them to account.

Expectations of business are changing and the scrutiny levelled at business including through activism and social media commentary is increasingly critical and at times uninformed.

Business needs to work harder to ensure that its voice is heard and understood. That requires a new approach, based on corporate diplomacy, which sees organisations directly engaging with all stakeholders to minimise misunderstanding and risk, and to ensure that business is seen to play a positive role in delivering outcomes that are commercially and relationally beneficial and which also deliver against the agenda of numerous different stakeholder groups.

As a measure of corporate responsibility, ESG is also increasingly scrutinised and critiqued as 'greenwash' or 'woke capitalism'. Yet, in reality, many businesses remain committed to responsible business and to delivering positive impact for their people, society and the planet regardless of the political and cultural environment.

Why? Because they believe that resilient businesses are better placed to weather the wide range of climate, social and geopolitical risks and opportunities that surround them and to successfully plan for an uncertain future in which multiple stakeholders will hold corporates to account if they behave in a way that does not show respect and responsibility.

Delivering against that world view is critical to building good corporate reputation, and in an era of universal scrutiny expedited by AI, organisations have to have a clear mission and values and a plan for delivering these with impact and transparency.

Responsible business is the expectation of the public, investors, regulators, staff and corporate partners. Behaving with integrity and tracking and mitigating risk is business critical.

At SEC Newgate, we recognise this and we aim to lead by example and advocate for responsible and resilient business through our own actions.

We have legally formalised our core value by becoming a Benefit Corporation, meaning we must work to serve all our stakeholders (not just our shareholders) and seek to have a positive impact on society and the environment.

To support and deliver this commitment, we have developed our own impact programme, Ambition '28, which is dedicated to driving positive change throughout our business.

Respect is our core value

SEC Newgate is ranked by PR Week as a top-three dedicated ESG communications consultancy, we won the inaugural edie Net Zero Award for Communications Agency of the Year and most recently were shortlisted for the Purpose & Sustainability Awards 2025.

We are extremely proud to have been named in the Sunday Times Best Places to Work list for the third year in a row, which is testament to our continual effort to ensure everyone in our business has the opportunity to thrive at work and deliver the best for clients.



OUR OWN IMPACT PROGRAMME



Ambition '28, is dedicated to driving positive change throughout our business.

RECOGNISED BY PR WEEK



Ranked as a top three UK ESG communications adviser by PR Week.

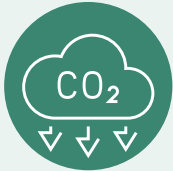
RECOGNISED BY THE SUNDAY TIMES



Listed in the Sunday Times Best Places to Work for the third year in a row.

Impact snapshot





LOW EMISSIONS

Net zero on scope 1 and scope 2, with a new Carbon Reduction Plan to tackle scope 3

better business
act

THE SUNDAY TIMES
Best Places to Work 2025



“Our people are the lifeblood of our organisation, and by nurturing their growth and wellbeing, we create an environment where individuals thrive and our collective culture flourishes - making this a truly great place to work.”

Emma Kane OBE
CEO
SEC Newgate UK

Working at SEC Newgate UK



Our people are our greatest asset.
We take great care to provide development opportunities, training and a varied and rewarding career that enables all our people to thrive and apply their creative thinking, strategic insights and operational experience effectively in advising our clients.



Our working culture is fair, inclusive, consultative and flexible.
All team members have a dedicated career plan, quarterly progress checks, annual reviews with 360 degree feedback and access to a mentoring scheme.



Our benefits



PAY
Industry benchmarked salaries, with early career roles above industry average



HEALTH, MENTAL HEALTH WELLBEING SUPPORT
Private Medical Insurance, Health Cash Plan, 1-2-1 therapy and professional coaching sessions with Oli



HOLIDAY
30 days annual leave, plus a birthday day off and the opportunity to buy (or sell) an additional 5 days holiday



FINANCIAL WELLBEING
Pension (and access to Financial Education seminars), life assurance, salary sacrifice cycle to work and car schemes, interest-free season ticket loans



CHARITY DAY OFF
For all employees to use on a good cause of their choice



FAMILY LEAVE
Enhanced family leave policies, including maternity, paternity as well as bereavement and compassionate leave policies



HYBRID WORKING
Work up to 40% of the week at home



WORKING ABROAD
Work abroad for one month/year



OFFICE SNACKS
Free breakfast, drinks and snacks - available in our office. Regular social events programme

REAL STORIES

What our employees say about international working

“

This year will be the fourth in which I embark on a period of international remote working.

It's been a wonderful experience to date and I'm so grateful to SEC Newgate for offering what is quite a unique opportunity, one that friends and family are truly jealous of. To date, I've spent a month in each of Florence, Seville and Buenos Aires, living, working (and eating!) like a local and latterly improving my Spanish. It's the perfect way to immerse oneself in a different culture, city and country - life experiences that have certainly benefited my outlook back in London. I'm off to Buenos Aires again this year and can't wait.”



Perry Miller
Managing Director,
Planning and Engagement



“

Working from Athens for a month was a huge adventure, and the most amazing opportunity to experience a new place for an extended period of time. The time difference was great, as there were 2 hours in the morning to explore my area before my working day started. Being close to the port in Athens also meant I could soak up some Greek island life on the weekends. It gave me a new perspective, and I came away from it looking forward to the next month working from aboard.”



Matthew Redley
Account Director



“

It was a wonderful opportunity to embed in local culture and spend time with family whilst also working. Even though I wouldn't recommend the south of Spain in high summer without air conditioning, I would recommend taking advantage of this great benefit.”



Naomi Kerbel
Director

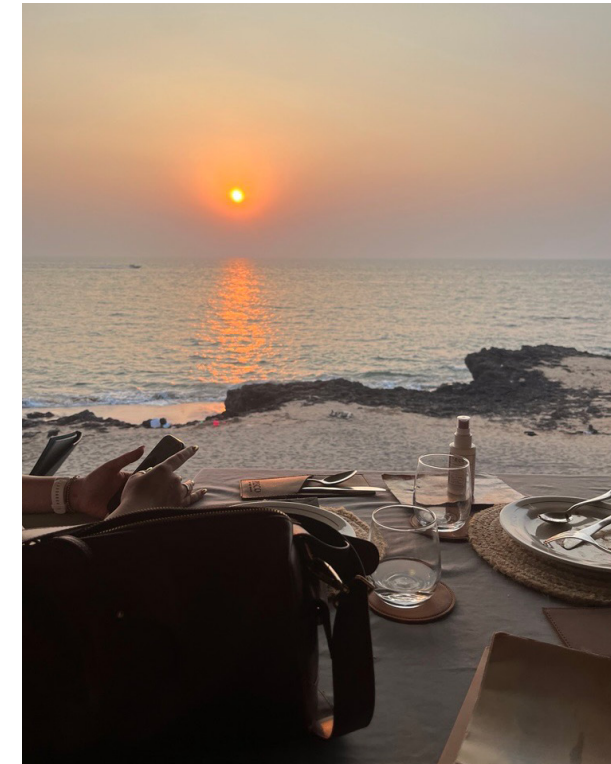


“

I worked from India and it was a great opportunity to get back to see my parents and spend some time with them as I had not been back home in four years. It was nice to go back home and feel pampered while supporting my parents who have now retired. Allowing me to spend some quality time with them while actually being able to work and deliver on the targets required of me towards the end of the year. Spending the holiday period with them even though we do not celebrate Christmas was lovely as I still got a chance to eat amazing homemade delicacies and have family dinners.”



Kshitij Choudhari
Data Analyst



Careers & development



● **Training programme**
for all team members



● **Professional coaching**



● **Mentoring programme**



● **360-degree reviews**



oli

Mental health

All employees have access to a bespoke mental health support offering from Oli, the therapy & professional coaching platform.

Oli provides a customised toolkit to help our people and their teams to navigate life. As part of it, every employee is entitled to 12 one-to-one therapy sessions with qualified counsellors, or if they prefer, 12 professional coaching sessions or a mix of both.

Our people

“

We are dedicated to fostering a diverse and inclusive culture where everyone can thrive. Succeeding in this involves considering every aspect of the employee experience, and our efforts are clearly bearing fruit as our staff satisfaction remains high and we’ve managed to maintain our ‘Best Places to Work’ badge for the third year in a row.”



Vanessa Taylor
HR Manager



Sunday Times - Best Places to Work

SEC Newgate has been featured in The Sunday Times Best Places to Work for three years in a row - 2023, 2024 and 2025.

The key to our success is our ambition to create a working environment where everyone can thrive - everything we do is informed by our core company value of Respect. We employ incredibly talented people with diverse backgrounds and experience.

Our People and Culture team is continually working hard to improve on employee experience by building on our three strategic people pillars of inclusion, growth and wellbeing.



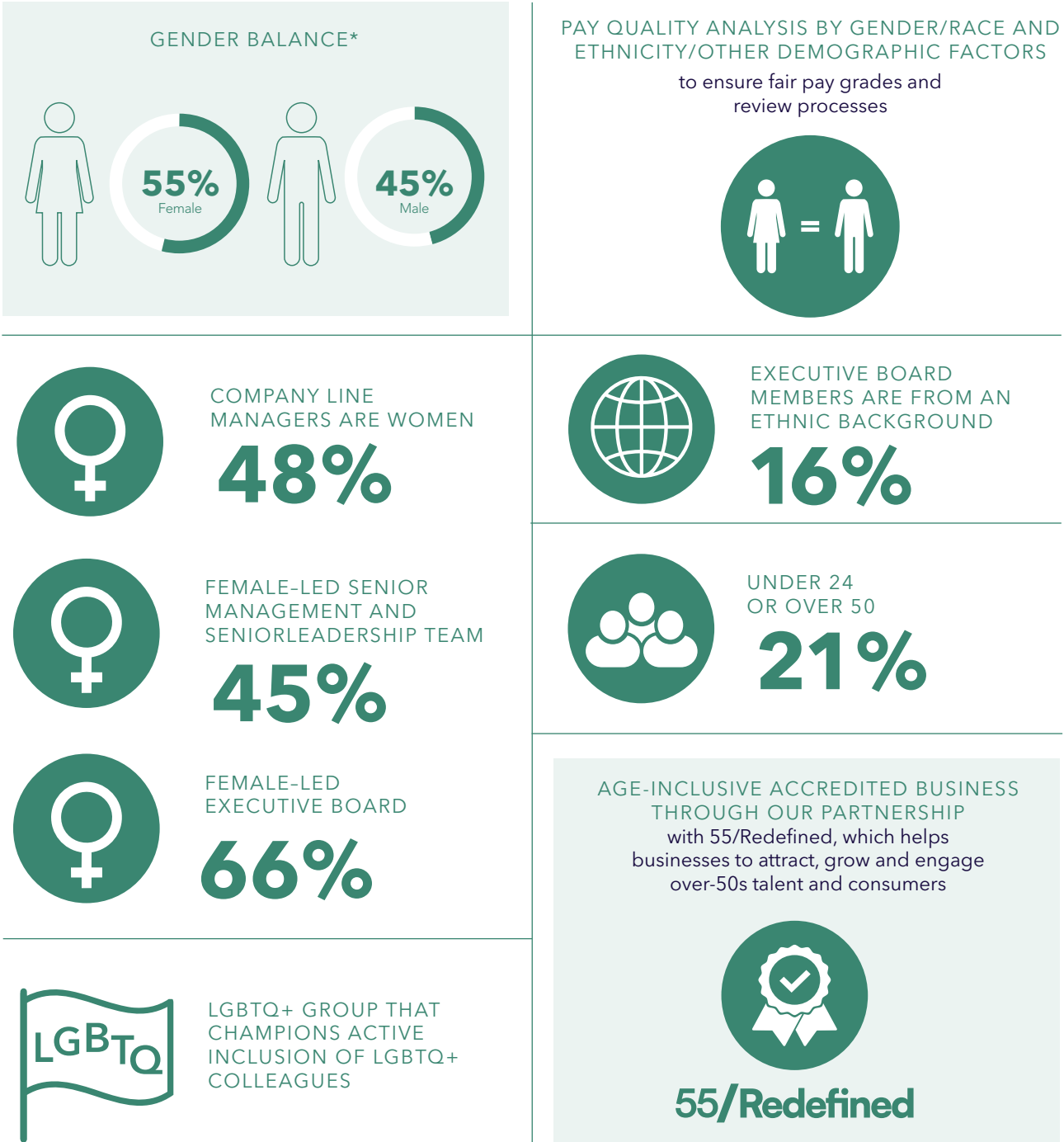
Being recognised as a **Sunday Times Best Places to Work** employer for the third year running reflects years of commitment and hard work in making SEC Newgate a unique place to build a career in communications. Our clients benefit enormously from having highly skilled strategic advisers they can rely on, who are happy and motivated and more likely to be retained. Our people know they are valued as individuals not just as human capital.

Sunday Times Best Places to Work

2025 / 2024 / 2023



Building an inclusive workplace where everyone can thrive



*WHOLE OF SEC NEWGATE UK

GOVERNANCE

Our commitment,
our community

SEC Newgate is an award-winning corporate affairs adviser and our clients trust us to uphold high standards in governance and ethics.

We recognise that our ability to directly reach, engage and influence audiences can have both a positive and detrimental impact on an organisation’s reputation and strategic goals – that means we have to operate to the highest ethical standards.

“

We are leading by example, conducting rigorous due diligence on every client and brief, and acting with unwavering integrity in all we do.”



Nina Dowell
COO and member of
the Ethics Committee
SEC Newgate UK



ETHICS COMMITTEE:
The SEC Newgate UK Ethics Committee oversees the vetting of clients and the work we do and ensures we have an auditable approach that demonstrates best governance practice. Our ethics procedure follows best practice standards set by the PRCA.



WHISTLEBLOWING POLICY:
We have a legally-protected whistle-blowing policy in place to ensure that team members at all levels of the company have confidence that a confidential and robust process exists through which they can direct any concerns on an anonymous basis.



AI POLICY AND TRAINING:
At SEC Newgate, we embrace Generative AI as a transformative force poised to redefine strategic communications. While we are enthusiastic about leveraging AI’s potential, our approach remains principled, balancing innovation with ethical considerations, environmental responsibility, and the seamless integration of technology and human expertise. Our AI training for all staff covers transparency, security, bias and accuracy, ensuring quality, responsibility and human oversight.



ANTI-CORRUPTION:
We have zero tolerance of corruption. Employees are trained annually on how to spot corruption and bribery. They are also informed of insider trading rules and required to adhere to equity trading guidelines that prohibit insider trading.

Our dedicated social impact committee continues to drive forward SEC Newgate UK’s philanthropic and not-for-profit programmes.

OUR CHARITABLE ACTIVITY INCLUDES:

- Pro bono hours (over 277 delivered in 2025), including a variety of pro bono projects and a dedicated charity day for each member of staff.
- Formal charitable partnerships with organisations including oracy charity Speakers Trust, community support organisation Home Start, the young entrepreneurs charity LaunchIt, with activities including hosting events and workshops at our SEC Newgate office.
- Charities supported in the past year include: The Elton John AIDS Foundation (of which our CEO, Emma Kane OBE, is Deputy Chair), Target Ovarian Cancer and the Alzheimer’s Society.
- Charity discounts offered on our standard consultancy fees.

“

Using our professional skills and network to help improve lives, break-down barriers and enhance opportunities for others is hugely rewarding for everyone involved and underpins our commitment to lead by example and act as a force for good in the world. This year we’ve been able to go further and faster in rolling out our various not for profit initiatives, standing out as an industry leader in the process”.



Joe Cooper
Account Director



SPOTLIGHT ON

My Maiden Speech - helping to put oracy on the political agenda

A longstanding SEC Newgate partner, Speakers Trust is a charity which believes in helping young people to find their voice and speak up about the big issues that matter to them. Speakers Trust works with state schools across England to deliver public speaking workshops, helping young people often from under privileged backgrounds to develop their crucial oracy and oratory skills.

Working with Speakers Trust, we helped to devise the My Maiden Speech challenge, combining the public speaking element with our public affairs and advocacy specialism. The competition involves Speakers Trust working with young people from state schools and partner charity and youth groups to imagine what they would say in their maiden speech in Parliament. After a series of workshops, candidates are narrowed down before delivering their maiden speech in Parliament to a room full of friends, colleagues and leaders from across the worlds of business and politics.

Now in its third year, My Maiden Speech saw its best turnout yet with the scheme now attracting additional funding and support from the Westminster Foundation, allowing the Speakers Trust to scale up the programme further. Sponsored by one of our clients, Cadent Gas, work is underway to make the programme bigger and better in 2026.

The importance of oracy is something which has been recognised at the very highest level in government too. As part of the curriculum review announced earlier this year, the government confirmed that it will publish a new oracy framework to help young people to become effective and confident speakers in the classroom and ensure that everyone has a chance to make their voice heard.

Quotes from participants:

“

My Maiden Speech has been transformative. I have grown in confidence, gained new skills and learned how to make people listen. I have been reminded of the value of my voice, and the role it can play in making change for others.

A few years ago I wouldn't have even put my hand up in class, so I can't describe how incredible it has been to speak at the House of Lords. For so long, people like me haven't been heard by the people who make decisions that impact our lives, yet this is the opportunity that changed that. It has helped me realise just how much capacity we all have to create change in the world. It has helped me to find purpose and feel less powerless.”

SpeakersTrust
Speak and Be Heard



Our commitment to reducing our environmental impact

We are committed to minimising our environmental impact, cutting our carbon footprint in line with climate science and reducing waste output.

As a consultancy, our direct impact is small, but we have ensured our office environment and day-to-day operations are as sustainable as possible.

Some of the measures we have in place, include:

 Fully-electrified London HQ office with a 100% renewable energy tariff, our scope 1 and scope 2 emissions are net zero	 Our Virtual Office Environmental Policy encourages energy saving when working from home	 All lighting is on PIR sensors and low-energy LED
 Training staff on environmentally friendly practices	 Air conditioning is fully zoned (so switches off when areas aren't in use)	 Recycling programme for paper, card, plastic, glass and metals

 All white goods in the building (from fridges to dishwashers) are at least A+ for energy efficiency	 All carpets and furniture have been chosen for high recycled and natural content and we have reused furniture and materials from our old offices where we can	 Paperless office with no storage for paper at desks and everyone in the team encouraged to use electronic copies rather than printing
 There are no kettles, just hot water zip taps to save water and energy	 PC equipment, desks and furniture that we can't reuse are donated to local schools and charities or recycled	 Our servers are energy efficient models which are "Energy Star Certified" and operate to those specifications
 Coffee and tea machines only use reusable cups	 Living walls throughout the office to help offset carbon output	

OUR ENVIRONMENT

Emissions and carbon reduction plan and resource management

Like most businesses, the area of greatest impact is scope 3 (our supply chain emissions), so reducing this is a particular area of focus for us in the year ahead.

Through our Environmentally Preferable Purchasing Policy we are already seeking to make the most sustainable purchasing decisions possible, such as using catering companies which source produce locally. SEC Newgate UK have maintained net zero scope 1 and 2 emissions in our latest 2024 reporting period. Our office is fully-electrified with energy efficient equipment, infrastructure and HVAC systems.



- Scope 1
0
- Scope 2
0
- Scope 3
591.65



SEC Newgate set up a device donation scheme as part of our involvement with the UK Government’s IT Reuse for Good Charter.

We became one of the first 100 signatories in September 2025 after the Department of Science, Innovation and Technology (DSIT) encouraged businesses and public sector bodies to support their **IT Reuse for Good** charter in June last year.

As a signatory of the Charter SEC Newgate will give quality second-life devices to people who urgently need them, innovating to drive up inclusion and sustainability in tandem.

The requirements of the Charter mean we take a reuse first approach to IT asset management, to support people and families in the UK who are digitally excluded. We will also measure and report back to Government bi-annually on the environmental benefits and social impacts.

We encourage others to join the movement, calling on those associated with SEC Newgate to join us and do the same.

Work with impact

Through our client work we have continued to deliver major sustainability campaigns and events in the past year, which share the common aim of supporting a more sustainable economy, either through policy change, or aiding collaboration and the sharing of ideas to further climate ambition.

INITIATIVES INCLUDE:

At London Climate Action Week 2025 we organised 'Finance Live', a four-day broadcast series with the Green Finance Institute, collaborating with the London Stock Exchange Group (LSEG) and Reuters.

The campaign spotlighted actionable climate finance solutions ahead of COP30 and featured:

- 50+ top speakers
- 3,985+ views
- 900+ registrations
- 120,000+ LinkedIn impressions

Media coverage included speaker-led op-eds in top-tier media. Qualitative feedback praised the show's energy, reach, and execution.



We also curated, or facilitated, 18 in-person events for clients and partners including Fleet Street Quarter, the International Climate Councils Forum, Nature Finance, Environmental Law Foundation, Greenvolt and GFI. Topics covered climate policy, the Rights of Nature, circular economy, sustainable construction, renewable energy, food systems, supporting SMEs to net zero, green finance and re/insurance climate solutions, the wellbeing economy, eco poetry, and more. Our events reached well over 2,000 climate professionals.



During Davos 2025 we produced the 'Women in Climate' podcast for GIB Asset Management, spotlighting 16 female climate leaders. The six-part series exceeded its target with 1,225+ listens/views and featured high-profile guests, with a second series planned. The first episode was recorded live at the World Economic Forum in Davos.

Advocacy

We supported Back Market in shaping the UK circular economy policy, raising government awareness and securing ministerial engagement. This resulted in electronics being added to Defra's sector roadmaps for the circular economy strategy.

We fought off zonal electricity pricing, persuading the UK Government to change tactics. As a founder of the Independent Renewable Energy Generators Group (IREGG), in 2025 we led a successful Fairer Energy Futures campaign against the proposed Zonal Electricity Pricing plan, which threatened to create regional disparities in energy costs and undermine renewable investment. IREGG advocated for a technology-neutral, fairer national pricing system, warning that zonal pricing would deter investment in Scottish renewables and increase consumer bills. In July, the government reversed its position, opting to reform the existing national market instead.

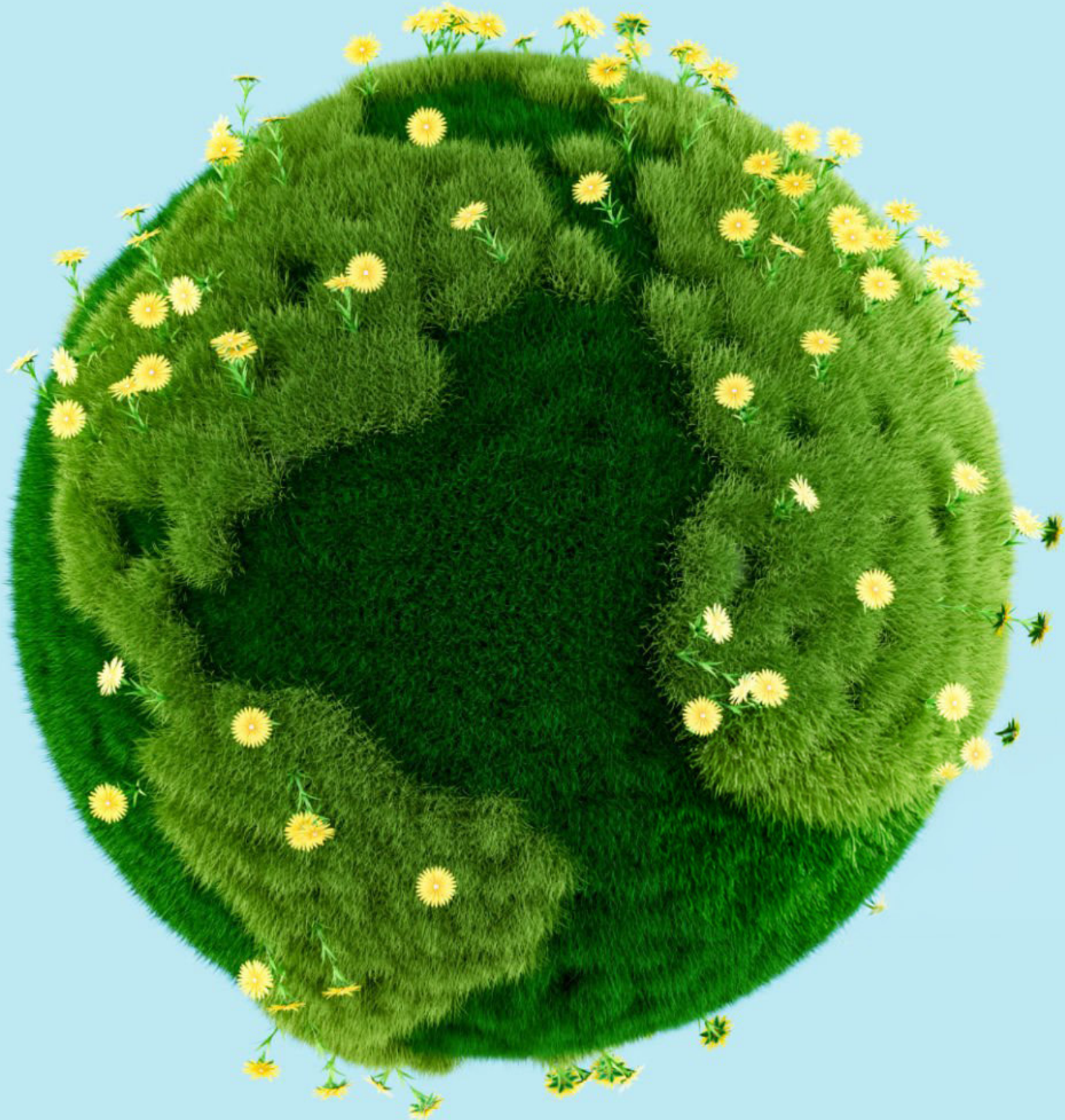


“

Resilient businesses recognise climate risk and know their reputation hinges on demonstrating they are taking it seriously and acting to mitigate their impact on people and planet. Having a clearly set out strategy and communicating that effectively to all their stakeholders is critical. Corporates are too easily maligned but in reality play a hugely influential, important and often positive role. At SEC Newgate we are committed to playing our part.”



Andrew Adie
MD, Strategy
and Corporate
Communications



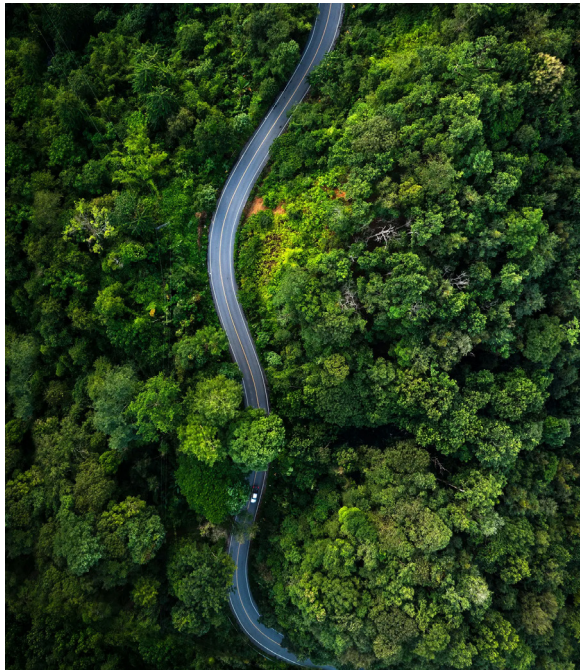
Driving impact

SEC Newgate runs an extensive programme of events and shares thought leadership freely with business and political communities to inform debate and further discussion on climate action and responsible business.

Impact Monitor annual research

Our annual Impact Monitor research surveys consumer attitudes to corporate ethics, sustainability and governance, providing insights for business leaders on the importance of robust environmental, social and governance policies and action.

The research, conducted among over 20,000 adults across the 20 countries, helps us and our clients to adapt to shifting attitudes and reputational risks around ESG, and demonstrates the importance of remaining committed to sustainability initiatives. Our latest report, released in January 2026, shows that business success hinges on demonstrating UK impact through local investment, jobs and production.



* Our 2025 Impact Monitor global study surveyed 20,213 people across 20 countries and territories through a 15-minute online questionnaire, providing a robust longitudinal snapshot of evolving sentiment worldwide. The UK element draws on responses from more than 1,000 UK participants.

“Our Impact Monitor makes it clear the UK public is far from unanimous in its expectations of business impact. For some, financial stability and pragmatism are paramount; for others, authenticity, local operations, and taking a bold stance on values are non-negotiable. This expectation becomes increasingly pressing for younger generations.

Good corporate reputation continues to be defined by positive, tangible and authentic impact as much as it is by strong financial performance. Big picture, global commitments are often viewed with suspicion as potential agents for greenwash; the public seeks proof, local action and consistency.”



Emma Kane OBE
CEO

74%

of the UK public say they would feel more positive about a business if it manufactured products locally

78%

want businesses to act in the best interests of all their stakeholders (including shareholders)

43%

believe business isn't doing enough to be open and transparent

Convening businesses to lead action on social and environmental impact

We seek to bring organisations together to share ideas and collaborate on improving business impact, including at major events such as London Climate Action Week, Climate Week New York, COP and WEF Davos.

ACTION BUILDS HOPE

ACTIONISTS ARE CHANGE-MAKERS, NEEDLE-MOVERS AND MOMENTUM-BUILDERS.



FINAL WORD

Our ambition

As we reflect on the progress and impact detailed throughout this year’s report, it is clear that our commitment to responsible business is not just a statement of intent. Our Ambition ‘28 programme, launched last year, sets out a bold four-year strategy, building on the foundations we have laid and challenging us to go further for all our stakeholders.

This report has showcased how our value of Respect underpins everything we do – from our award-winning workplace culture and robust ethics and governance, to our innovative community partnerships and environmental initiatives. Our people remain at the heart of our success, and we are proud to have maintained our ‘Best Place to Work’ recognition for a third consecutive year.

Looking ahead, we recognise that the challenges facing business and society are complex and evolving. Yes, we believe we have the vision, resilience and collective will to create positive change. By holding ourselves to the highest standards and working collaboratively with our clients, partners, and communities, we will continue to deliver impact that matters - today and for the future.

THE SUNDAY TIMES BEST PLACES TO WORK 2025 2024/2023	GLOBAL AGENCY OF THE YEAR PROVOKE MEDIA GLOBAL SABRE AWARDS 2025 & 2023 WINNER
COMMUNICATIONS AGENCY OF THE YEAR UK GREEN BUSINESS AWARDS 2025 SHORTLISTED	RESEARCH INSTITUTE OF THE YEAR EDIE-NET ZERO AWARDS 2025 SHORTLISTED
COMMUNICATIONS AGENCY OF THE YEAR EDIE-NET ZERO AWARDS 2023 WINNER	ADVISOR OF THE YEAR VARIETY PROPS AWARD 2025 WINNER





secNewgate

Insight. Communications. Advocacy.