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# GRI

## Content Index

December 2024

**|BDO**

# GRI Content Index

Statement of use	BDO LLP has reported the information cited in this GRI content index for the period 1 July 2023 to 5 July 2024 (FY24) with reference to the GRI Standards. All topic standards disclosed in this index reflect the firm's material topics.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">Transparency Report</a> (p.63)	
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Financial Report</a> (p.34)	
	2-3 Reporting period, frequency and contact point	<a href="#">Financial Report</a> (p.5)	For general sustainability enquiries, please contact <a href="mailto:sustainability@bdo.co.uk">sustainability@bdo.co.uk</a> .
	2-4 Restatements of information	Not applicable	No ESG data has been restated for this reporting period.
	2-5 External assurance	<a href="#">Environmental Report</a> (p.1)	Download our scope 1 and 2 GHG emissions independent limited assurance report <a href="#">here</a> .
	2-6 Activities, value chain and other business relationships	Our activities, products, services and markets / sectors served are listed on our website <a href="#">here</a> .	
	2-7 Employees	<a href="#">Culture &amp; Impact Report</a> (p.31)	Headcount numbers may vary across our reporting dependent on methodology and assumptions. Where possible, employee figures include a note for transparency on what basis the data has been compiled.  Employee breakdown by region or type (permanent, temp, full-time, part-time) is not currently included in our reporting.

GRI Standard	Disclosure	Location	Additional information and omissions
	2-8 Workers who are not employees	Not applicable	As a limited liability partnership, the proportion of our people who are not employees or partners is not significant, and we don't yet report on this.
	2-9 Governance structure and composition	<a href="#">Environmental Report</a> (p.20)	
	2-10 Nomination and selection of the highest governance body	<a href="#">Transparency Report</a> (p.17)	
	2-11 Chair of the highest governance body	<a href="#">Transparency Report</a> (p.18)	The Partnership Council is the most senior governance body within the firm and is chaired by the Senior Partner. See biography on <a href="#">page 89</a> .
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Transparency Report</a> (p.18)	
	2-13 Delegation of responsibility for managing impacts	<a href="#">Transparency Report</a> (p.21)	The Sustainability and ESG Board formed to advise the Leadership Team. See more on <a href="#">page 74</a> .
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Transparency Report</a> (p.18) <a href="#">Culture &amp; Impact Report</a> (p.71)	
	2-15 Conflicts of interest	<a href="#">Transparency Report</a> (p.49)	
	2-16 Communication of critical concerns	<a href="#">Transparency Report</a> (p.50)	
	2-17 Collective knowledge of the highest governance body	<a href="#">Financial Report</a> (p.52)	Our highest governing body, the Partnership Council have received a full-day climate risk training session. In addition, our Sustainability and ESG Board regularly host informed debates and enhance their collective knowledge with technical and broader sustainability training.

GRI Standard	Disclosure	Location	Additional information and omissions
	2-18 Evaluation of the performance of the highest governance body	Not disclosed	Sustainability and ESG is not currently an element of performance evaluation for our highest governing body. However, we have carried out a review of our remuneration policy with a view to understanding how we would incentivise progress against ESG (inc climate) targets. As a result we will include performance objectives for climate and decarbonisation in a number of leadership roles.
	2-19 Remuneration policies	<a href="#">Transparency Report</a> (p.14)	
	2-20 Process to determine remuneration	<a href="#">Transparency Report</a> (p.14)	Our compensation is matched to clear grading and levels which are benchmarked to market periodically to ensure competitiveness. Partner remuneration is reviewed annually and includes consideration of the partners' role, quality and risk grading, and in relation to Audit partners, the findings from internal and external inspections of audit engagements.
	2-21 Annual total compensation ratio	Not disclosed	Our equity partners are the highest paid within our organisation, however they are not employees but rather owners of the firm. We carry out an annual compensation review for all employees to ensure they are paid fairly and competitively for their role.
	2-22 Statement on sustainable development strategy	<a href="#">Culture &amp; Impact Report</a> (p.5-6)	
	2-23 Policy commitments	<a href="#">Transparency Report</a> (p.56)	Also see our <a href="#">Modern Slavery Statement</a> and <a href="#">Environmental Policy</a> .
	2-24 Embedding policy commitments	<a href="#">Transparency Report</a> (p.57)	See our management and internal controls around policies on <a href="#">page 57</a> . Also refer to details of actions we're taking against our policies and commitments in the Culture & Impact and Environmental Reports.

GRI Standard	Disclosure	Location	Additional information and omissions
	2-25 Processes to remediate negative impacts	<a href="#">Transparency Report</a> (p.50) <a href="#">Culture &amp; Impact Report</a> (p.50-52)	
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Transparency Report</a> (p.50) <a href="#">Culture &amp; Impact Report</a> (p.50-52)	
	2-27 Compliance with laws and regulations	<a href="#">Transparency Report</a> (p.57)	In common with other professional services firms of our size, our firm is occasionally the subject of regulatory investigations. All investigations are strictly confidential, but details of past public sanctions imposed by the FRC and the ICAEW can be found on their websites.
	2-28 Membership associations	<a href="#">Environmental Report</a> (p.20)	Please refer to the 'certifications and associations' page of the Environmental Report for more information.
	2-29 Approach to stakeholder engagement	<a href="#">Culture &amp; Impact Report</a> (p.53) <a href="#">Transparency Report</a> (p.50)	Ongoing engagement allows us to continually understand the expectations of our stakeholders and drive improvements. Our main mechanism for feedback is our Client Listening Programme (CLP), Annual Employee Listening Programme Survey and Speaking Up programme.
	2-30 Collective bargaining agreements	Not disclosed	As a partnership, we don't have a collective bargaining agreement with our employees. Working conditions and terms of employment for all employees are based on industry best practice and reviewed periodically.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">Culture &amp; Impact Report</a> (p.71)	We are aiming to complete a Double Materiality Assessment by the end of the next financial year.
	3-2 List of material topics	<a href="#">Culture &amp; Impact Report</a> (p.71)	
	3-3 Management of material topics	Our material issues are covered across our reporting suite: <a href="#">Transparency</a> , <a href="#">Culture &amp; Impact</a> and <a href="#">Environmental Report</a> .	Detail on our material issues varies in depth. As far as possible, for each material topic, we have explored the impacts, policies, commitments, actions taken, effectiveness, performance and progress.

GRI Standard	Disclosure	Location	Additional information and omissions
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">Financial Report</a> (various)	The following figures are available in the Financial Report: <ul style="list-style-type: none"> <li>▶ Revenue: £ 1,015.2m</li> <li>▶ External operating costs: 775.6m</li> <li>▶ Employee wages and benefits: 522.0m</li> <li>▶ Payments to government: 9m (tax)</li> </ul>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Financial Report</a> (p.63)	
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Financial Report</a> (p.41)	We provide benefits and retirement packages to employees based on the best market rates and review our provider and packages regularly.
	201-4 Financial assistance received from government	No financial assistance received	None.
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Not available	Not currently available, but we are working to compile our data on local suppliers and will disclose this in future reporting years.
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<a href="#">Transparency Report</a> (p.99 (AFGC) and p.64 (Principal Risks))	We perform a robust assessment of the principle risks our firm is facing, including those that would threaten our business model, financial performance and reputation. Refer to provision 25 of the AFGC for information.

GRI Standard	Disclosure	Location	Additional information and omissions
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Culture &amp; Impact Report</a> (p.50)	Our <a href="#">Code of Conduct</a> (underpinned by the ICAEW Code of Ethics) helps frame how we do business openly, honestly, and ethically. Our firmwide training modules are mandatory for all employees and cover anti-money laundering, modern slavery, ethics, cyber security awareness and protecting personal data. Rates for employees completing this training consistently sit at over 99%. Failure to complete by the deadline of October 2023, resulted in an IT block on system access until training was complete and, for FY24, will lead to a 'Development Required' performance rating.
	205-3 Confirmed incidents of corruption and actions taken	Not disclosed	We have robust systems in place to address incidents of corruption. As a professional services firm, we are required to adhere to a number of UK and international ethical and independence standards, including the ICAEW Code of Ethics, the FRC's Revised Ethical Standard and the IESBA International Code of Ethics for Professional Accountants.
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Not disclosed	For this reporting period, we are not aware of any such legal action.
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<a href="#">Financial Report</a> (p.6)	As a firm that advises organisations and individuals on tax matters, we have strong tax transparency and governance. Read about our Tax Strategy in our Financial Report <a href="#">on page 6</a> .
	207-2 Tax governance, control, and risk management	<a href="#">Financial Report</a> (p.7)	
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="#">Financial Report</a> (p.7)	



GRI Standard	Disclosure	Location	Additional information and omissions
	207-4 Country-by-country reporting	Not disclosed	We satisfy the conditions for country by country reporting and will include more detail in future financial statements.
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">Environmental Report</a> (p.10)	
	302-2 Energy consumption outside of the organization	<a href="#">Environmental Report</a> (p.22)	BDO measures upstream Scope 3 activities in emissions rather than energy consumption. See <a href="#">Appendix I</a> on page 22 for details.
	302-3 Energy intensity	<a href="#">Environmental Report</a> (p.23)	
	302-4 Reduction of energy consumption	<a href="#">Environmental Report</a> (p.10)	For details on methodology, see Appendix II.
	302-5 Reductions in energy requirements of products and services	Not applicable	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">Environmental Report</a> (p.22)	For details on methodology, see Appendix II.
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Environmental Report</a> (p.22)	As above.
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Environmental Report</a> (p.22)	As above.
	305-4 GHG emissions intensity	<a href="#">Environmental Report</a> (p.22)	Emissions intensity calculated using FTE and revenue. Also captured is <a href="#">business travel related emissions intensity</a> (p.14) and <a href="#">scope 3 emissions intensity</a> (p.5).
	305-5 Reduction of GHG emissions	<a href="#">Environmental Report</a> (p.22)	Reduction initiatives documented throughout the report.
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable	



GRI Standard	Disclosure	Location	Additional information and omissions
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not applicable	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<a href="#">Environmental Report</a> (p.12)	See circularity and waste section.
	306-2 Management of significant waste-related impacts	<a href="#">Environmental Report</a> (p.12)	As above.
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<a href="#">Environmental Report</a> (p.18)	In February 2024, we introduced a new supplier due diligence process that screens suppliers based on environmental and social criteria. In addition, we ask all suppliers to agree to our Code of Conduct that outlines key environmental and social expectations on performance. At this point, we do not report publicly on % of new suppliers that have been screened.
	308-2 Negative environmental impacts in the supply chain and actions taken	Not disclosed	In future years, we hope to better identify and understand the negative environmental impacts within our supply chain.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">Culture &amp; Impact Report</a> (p31-33)	Gender, Ethnicity and Age new hire and turnover (attrition) rates captured for FY24.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Culture &amp; Impact Report</a> (see 'Helping one another at BDO succeed' section)	All full-time and part-time employees get access to a wide selection of benefits. For more information on our employee benefits, visit our website <a href="#">here</a> .
	401-3 Parental leave	<a href="#">Culture &amp; Impact Report</a> (p.45)	

GRI Standard	Disclosure	Location	Additional information and omissions
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">Culture &amp; Impact Report</a> (p.18)	Training is based on BDO-led digital or hybrid courses.
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Culture &amp; Impact Report</a> (p.18)	
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Culture &amp; Impact Report</a> (p.18)	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">Culture &amp; Impact Report</a> (p.31-33)	Demographic data for employees can be found on pages 31-33 of the Culture & Impact Report, including % of women and ethnically diverse partners. Governance bodies diversity data is currently not reported but we will look to disclose in future reporting. For details on our Leadership Team, including photos and biographies, see page 72.
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">FY24 Pay Gap Report</a> (p.3)	See our Pay Gap Report for information on salary and remuneration ratios for men and women. We have also disclosed ethnicity pay gaps in our reporting.
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Culture &amp; Impact Report</a> (p.61)	One of the primary ways in which we support our local communities is through education and volunteering. We have several national programmes for employees to volunteer with, as well as encouraging individual action with the offer of 10 citizenship days per annum. Over the next 12 months, we aim to further develop our citizenship approach and enhance our social impact reporting with the adoption of Business for Social Impact's (B4Si) community investment measurement framework.

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Not disclosed	<p>In February 2024, we introduced a new supplier due diligence process that screens suppliers based on environmental and social criteria. In addition, we ask all suppliers to agree to our Code of Conduct that outlines key environmental and social expectations on performance.</p> <p>At this point, we do not report publicly on % of new suppliers that have been screened.</p>
	414-2 Negative social impacts in the supply chain and actions taken	Not disclosed	<p>In future years we hope to better identify and understand the negative social impacts within our supply chain.</p>

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