

FU⁺UREPLUS



THE MINISTRY

REPORT & ANALYSIS

7th July 2025

**(EM)POWERING SUSTAINABILITY
IN EVERY BUSINESS.**



INTRODUCTION



**WE BELIEVE YOU SHOULD MEASURE WHAT YOU VALUE MOST,
NOT JUST VALUE WHAT YOU CAN EASILY MEASURE.**

THE FUTUREPLUS ASSESSMENT

FuturePlus is on a mission to transform Ambition into Action by helping organisations like yours understand, measure and manage their sustainability goals. Through the FuturePlus assessment process, your organisation will achieve a baseline understanding of its social and environmental impact across the key themes of Climate, Diversity & Inclusion, Social, Economic and Environment, as well as formulating a 3-year sustainability impact strategy through the creation of a trackable action plan unique to your needs and priorities.

YOUR REPORT

The FuturePlus report is designed to make communicating your ambitions and achievements to stakeholders efficient and effective. It can be downloaded in its entirety, or as individual sections, and used to showcase your achievements and goals across your organisation and beyond. The report is updated in real time, providing you with an up-to-date record of your Actual and Ambition scores, your achievements, your sustainability roadmap, bespoke written insights on your progress, and more.

METHODOLOGY



CALCULATING YOUR ACTUAL SCORE

Your FuturePlus Actual score is a mark out of 500, which is an aggregate of your scores across the five sustainability themes. The FuturePlus measurement tool has between 200-300 indicators (depending on your organisation size and sector), researched and adapted from a variety of best practice sources and industry standards, such as recognised certification schemes, ESG indexes, the UN SDGs, the UN Global Compact, Government and NGO frameworks, as well as the addition of our own impact-focused metrics.

These indicators are grouped into five themes:



The themes are then split across focused subcategories - Governance, Leadership, Workforce, Supply Chain, Ecosystem, Manufacturing and Industry and Global Goals - to allow for a weighting of the indicators that produces your Actual score, giving you a comprehensive overview of your organisation's social, environmental and ethical policies and impact.

CALCULATING YOUR AMBITION SCORE

In addition to understanding your current sustainability status and score, the platform allows you to create an ambition score for the sustainability objectives you are yet to achieve over the next three years, and to track both profitability and impact over the same investment period. The Ambition score is the combination of your Actual score and a weighted score of all the ambitions you have pledged to achieve.

The ability to set ambitions gives you the opportunity to commit to action within a defined timeframe and demonstrate your commitment to employees, customers and investors, forming the basis of an 'ambition rating', which bolsters your score and incentivises your organisation to reduce its negative footprint and increase its positive social and environmental impact.

Throughout your sustainability journey, FuturePlus advisors are available to help you develop your change management plans to ensure that your sustainability ambitions are seen as a solid commitment to becoming a better business by employees, customers and investors.

As the measurement process requires ongoing engagement and participation from your organisation, rather than scraping data from external sources, the scores are dynamic and can be updated on a continuous basis. This allows you to showcase the changes you make and consistently improve your impact measurement rating. FuturePlus also allows for scores to be reduced should ambitions and requirements not be met in the timeframes you set for them.

YOUR SCORES

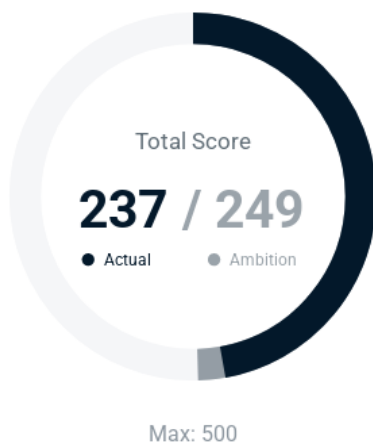


Your FuturePlus Actual score represents your positive impact at the fixed time you complete or update your assessment, reflecting a measurement of your current achievements across the five key themes of Environment, Climate, Diversity & Inclusion, Economic, and Social.

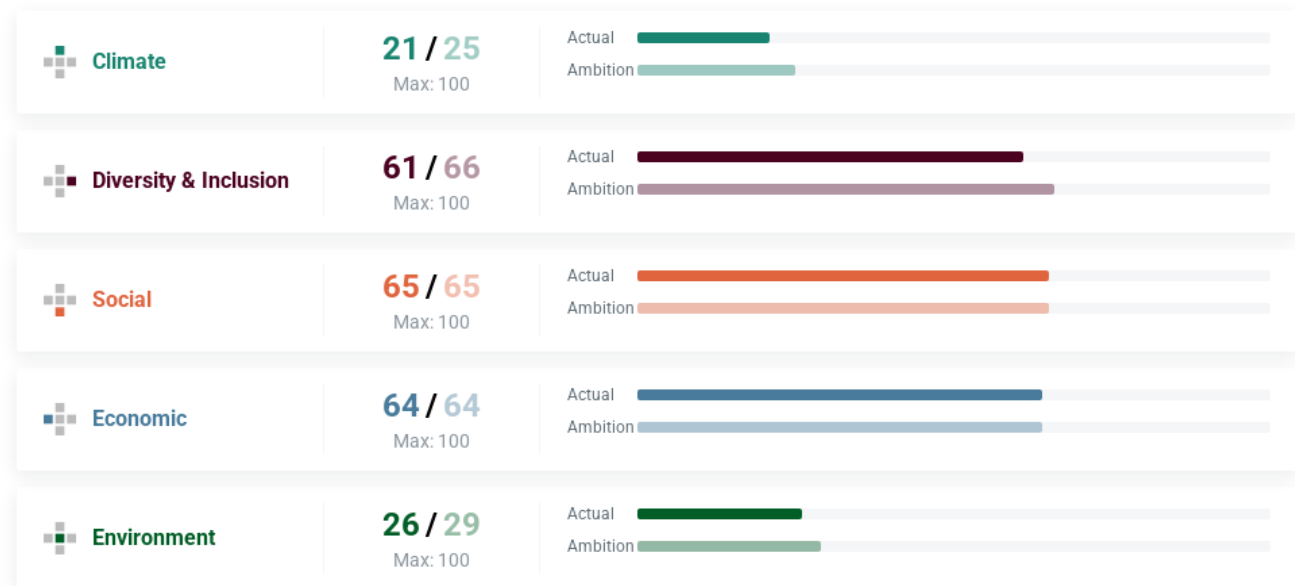
Your Ambition score quantifies the goals you have set for your organisation over the next 3 years.

We provide organisations with two scores because we believe it is vital for current impact to be shown alongside future ambition. Both scores are out of a total of 500. Each theme is scored out of a total of 100.

Your scores are also broken down across the five themes to provide you with a transparent understanding of your impact and ambition in each area.



Powered by **FUTUREPLUS**



INSIGHTS

Current Achievements, 2025

The Ministry is a creative co-working and social workspace designed to foster collaboration, innovation, and wellbeing among entrepreneurs, freelancers, and forward-thinking businesses. With state-of-the-art facilities and a vibrant community at its core, The Ministry empowers individuals and teams to thrive professionally and personally.

Since joining the FuturePlus platform in November 2023, The Ministry has made great progress building on its positive environmental and social impact. Over its first 18 months, The Ministry's Actual score rose by 24 points - a clear indicator of the meaningful progress it's making across the five FuturePlus themes of Environment, Climate, Diversity and Inclusion, Economic, and Social impact. This improvement reflects the organisation's strong commitment to improving across the Environmental, Social, and Governance framework. It also highlights the energy and intention The Ministry brings to shaping both its present actions and its long-term legacy.

Key achievements from The Ministry's first 18 months include the development of robust anti-bribery and whistleblowing policies, the introduction of a comprehensive equality, diversity, and inclusion policy, and the integration of diverse perspectives in shaping organisational strategy.

Climate

Under the Climate theme, impact is assessed by looking at an organisation's energy use and emissions throughout its entire value chain, from sourcing and logistics to energy consumption, day-to-day operations, and transportation.

The Climate theme remains The Ministry's lowest theme. However, the organisation has four ambitious goals to drive improvement. These include monitoring and reporting on its Scopes 1, 2, and 3 emissions, committing to Net Zero by 2050, and transitioning to more energy-efficient equipment and processes. With the majority of its lighting already upgraded to LED and sensors in place, The Ministry is well-positioned to make meaningful progress. It's encouraging to see such forward-thinking targets set for the next three years, and FuturePlus looks forward to continuing its partnership with The Ministry to support progress towards these goals.

INSIGHTS



Diversity & Inclusion

The Diversity & Inclusion (D&I) theme assesses whether an organisation considers and promotes diversity and inclusion when selecting and building relationships, both within and outside the business, from suppliers and employees, to board members and communities. Diversity refers to ensuring that a range of different voices are brought to the table. Inclusion ensures that each voice is heard.

In its first 18 months, The Ministry saw its greatest improvement in the Diversity & Inclusion theme, with a score increase of 18 during this period. Key achievements include developing a comprehensive equality, diversity, and inclusion policy, implementing annual reviews to assess D&I across the organisation, and actively involving a diverse range of perspectives in shaping organisational strategy. These developments build on existing strong foundations, such as promoting career opportunities within under-represented groups, maintaining an inclusive dress code, and having a robust succession plan that prioritises diversity and inclusion. It's fantastic to see diversity and inclusion being fully embedded into The Ministry's culture and operations, laying the groundwork for long-term, meaningful impact.

Looking ahead, The Ministry has set three ambitions to strengthen its progress in the D&I theme. These include implementing policies to prevent and address discrimination, harassment, and bullying within its supply chain, offering paid leave for fertility treatment, and developing maternity, paternity, adoption, and family leave policies that go beyond statutory requirements. These are all important initiatives, and it's fantastic to see the organisation recognising their significance. FuturePlus is excited to continue helping The Ministry as it builds on its strong foundation and advances even further in this important area.

Social

Within the Social theme, impact is measured by looking at how a business interacts and impacts its stakeholders, from suppliers and employees, to customers and local communities. This means looking at an organisation's policies and procedures, the measures it has in place for safeguarding and nurturing its workforce, and its levels of community engagement.

INSIGHTS



A key achievement in the Social theme for The Ministry is developing robust anti-bribery and whistleblowing policies, helping to embed a culture of transparency and accountability. This is in addition to its ongoing efforts, including support for Sustainable Development Goal 4 (Quality Education), through its links with colleges and chef's forums offering training opportunities, a flexible working policy, and initiatives promoting healthy diets and lifestyles for all.

The Ministry has set ambitious targets in this theme, with a strong emphasis on employee well-being and managing supply chain risks. Its goals include assessing human rights and child labour issues within its supply chain, creating an employee handbook, and allowing staff to take volunteering days. Additionally, the organisation aims to introduce a supplier code of conduct to foster proactive partnerships with suppliers and encourage responsible, environmentally conscious business practices. With access to FuturePlus' comprehensive suite of free guides and resources, the organisation is well-equipped to bring these initiatives to life.

Economic

FuturePlus measures economic impact by looking at corporate ethics and purpose, and whether responsible and good governance exists within an organisation.

In its first 18 months on the FuturePlus platform, The Ministry introduced a new anti-bribery policy, strengthening its governance framework and ensuring that its score within the Economic theme remains the highest among all five themes. This highlights the organisation's ongoing commitment to risk mitigation and protecting itself from legal, reputational, and financial risks. Even before this, The Ministry had established strong governance policies, including comprehensive health and safety policies and an employee grievance mechanism. On top of this, it supports its workforce through a holistic employee well-being programme, offering access to financial education and a range of training and skills development opportunities.

As The Ministry looks to the future, the organisation plans to develop an employee feedback system and ensure that its employment policies are transparent, promoting equity in relation to gender, age, nationality, and other protected characteristics. These ambitions will further embed a culture of inclusivity and fairness. FuturePlus looks forward to supporting The Ministry in achieving these goals, strengthening its economic sustainability, and building lasting consumer trust.

INSIGHTS

Environment

Environmental impact is measured by looking at the interactions an organisation has with the world around it - from the resources, materials, and supplies that it sources, to the products and services it produces, the buildings it uses, and the waste streams it discards.

When The Ministry joined FuturePlus in 2023, its efforts in the Environment theme were already sound, with achievements such as reducing single-use plastics, implementing an end-of-life strategy for e-waste (electronics and electrical equipment that have reached the end of their useful life), and ensuring the use of environmentally friendly chemicals in its operations. In addition, the organisation is actively engaging its workforce in reducing and mitigating their own environmental footprint.

The organisation has ambitious plans to further enhance its impact in the Environmental area, with this theme having the most goals set. The Ministry's primary focus is waste management, with ambitions including measuring and managing both food and non-food waste, as well as developing a year-on-year non-food waste reduction plan and a broader waste reduction strategy. Additional goals include ensuring that its supplier code of conduct promotes positive environmental practices, influencing positive social and environmental behaviour, through external communications, and screening key suppliers for their environmental practices and impact.

FuturePlus is excited to support The Ministry in realising its targets. Our goal is to help organisations maintain their Actual scores whilst achieving the Ambitions they have set for the future.

NEXT STEPS



Our Recommendations

Keep going! It all adds up, and the progress you have made so far is fantastic to see.

Using your Roadmap to guide you, look at the ambitions you have coming up over the next 3-6 months and prioritise your targets. Some will be easier to action than others, but we're here to help.

It's good to keep an eye on your longer-term ambitions too. Some targets may take a little longer to achieve and require more in-depth planning to put in place. As with the quicker wins, we are here to support you. A good place to start is developing your employee handbook. An employee handbook is a compilation of the policies, procedures, and behavioural expectations that guide employee actions in the workplace. Providing all the practical information needed, an employee handbook serves as a 'base camp' for employees. It may include your vision, mission, and values, and a summary of your code of conduct and policies, but it should also go beyond these things to provide more detail for employees on your company's history and culture. You can find more information on writing employee handbooks in the guide in our HelpHub, or contact your FuturePlus Advisor for further guidance.

We also recommend revisiting the assessment questions periodically to assess if there are new ambitions you could set. Questions with no ambition attached to them are marked with a red square in the bottom corner. Creating a truly sustainable business is a constantly evolving process and as you move forward with your current ambitions, there may be scope to add new ones.

Conclusion

Remember that the steps you have already taken are not just tick-boxes. Your leadership team will need to keep a wide lens on the business as you move forward and ensure that the policies, procedures and commitments you have already put in place are being adhered to, reviewed and updated regularly.

Sustainable practices should be embedded into every element of your business model and operations - and this doesn't mean sacrificing profit over positive impact. There are multiple pieces of research evidencing conclusive correlations between good business practices in sustainability with employee wellbeing, talent attraction and retention, customer attraction and retention, and economic profitability.

Make sure that employees are onboard with what you are doing and receive regular updates prompts, for example with regard to making energy, waste and water reductions. Repeated sustainability training is a great way to embed behaviours and to encourage your workforce to become agents of lasting change within the business, rather than viewing sustainability as a side-line.

NEXT STEPS



As you continue along your FuturePlus Roadmap, we recommend the following steps in terms of making small gains that will soon aggregate into a much bigger picture.

Understand - as a business you are already demonstrating that you understand what sustainability means to you, and that there are compromises to be made along the way. While consumers are increasingly demanding more sustainable business practices and capital is increasingly becoming conditional upon these practices, now is the time for sustainability to be at the top of your agenda, and an integral part of your decision making processes.

Measure - it's hard to make improvements and reductions, or to set goals, without first having an understanding of the metrics which make up your environmental and social impact, so make sure you are measuring and monitoring relevant data sources so that you can put in place improvements and report on your progress.

Manage - remember that small wins will soon add up to a much bigger picture across your business. Having an understanding of where you need to improve is key, which is where your FuturePlus Roadmap comes in. It shouldn't be overwhelming, or become a distraction from your core vision, mission and values.

Communicate - clear and transparent communication is vital in order to bring your stakeholders along with you. Be confident, honest and transparent in your actions and your achievements while acknowledging that there is always more to be done.

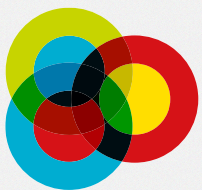
We are here for you every step of the way, and delighted to be making this journey with The Ministry towards an ambitious and more positive future.

THANK YOU



info@future-plus.co.uk

Part of:



THE
SUSTAINABILITY
GROUP

