

2025

ESG Impact Report

Our approach to ESG: Environmental,
Social, and Corporate Governance

 FosterDenovo



Our Planet

In this Chapter:

- Key Achievements
- Case study



Our Planet



Introduced a brand new **Recycling Station** in our Weybridge office.



Our Weybridge office partnered with Runnymede Council to run a **litter picking event**.



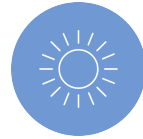
Our London office partnered with 'Washed Up Cards' to participate in a **Thames river clean** and a crafting event where we used plastic found in rivers and beaches to create greetings cards.



Ran a competition to encourage employees take part in '**no mow May**'.



Sold **recyclable wrapping paper** to encourage a more sustainable Christmas.



Promoted **solar appreciation day** to educate employees on the benefits of using solar panels.



Case Study

This year, we partnered with Washed up cards, a social enterprise that aims to promote wellness through group beach cleans and workshops to create products from the plastic and rubbish collected.

The founder Flora, helped us to run a Thames Clean Up event in London, 10 of our employees helped to collect 90kg of rubbish including 11 bags of plastic!

While collecting, the volunteers learnt about the history of the Thames, plastic pollution and its impact on wildlife.

Following this, Washed Up cards came into our office in December, and employees used the plastic collected to create sustainable Christmas Cards – helping to raise further awareness with those receiving them!

We look forward to partnering again with them in the future.



Our People

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Our People



Launched our new **People and Culture Strategy**.



Launched a live **interactive heritage world map** – highlighting and celebrating our diverse workforce.



Partnered with the **African Rainbow Family** to do a Lunch and Learn to mark Pride month.



Launched our **Speak up programme** and implemented mandatory sexual harassment and modern slavery training for all employees.



Conducted a lunch and learn to promote **Multiple Sclerosis (MS) Awareness week**.



Partnered with **Show Racism the Red Card** to conduct a lunch and learn for Islamophobia Awareness Month.



Partnered with Unum to do a lunch and learn to mark **Neurodiversity Awareness Week**.



Increased our **equal opportunity data held** on our HR system to +90% to allow us to set D, E and I targets



Enhanced our Occupational sick pay provision to enable employees to have more financial support in the event of long-term sickness.



Launched our **new benefits portal** Aspirehub, enabling transparency around our benefits and giving employees access to a financial wellbeing hub.



Launched our new employee handbook '**The Compass**', summarising the key details of all our policies for easier understanding.



Refreshed all of our **interactive Career paths** so that employees can easily map out their preferred career path, both within and outside of their departments.

Our People



Enhanced our **enhanced family leave** provision so that employees are more financially secure during their planned leave.



Launched our **neonatal leave** policy to support parents who have a newborn that requires neonatal care.



Launched our **secondment policy**, opening up more career opportunities and aiding in skills development.



Encouraged employees to take part in a **Step Challenge** to improve physical activity and support wellbeing.



Enhanced our **Income Protection and Group Life Assurance benefit offering** to further protect employee finances.



Launched a **new wellbeing portal** on our intranet so employees have access to all our wellbeing initiatives in one place.



Partnered with PMAC to do a **Burnout and Imposter Syndrome** Lunch and Learn.



Continued to hold '**Have a break on The Voice**' events to encourage people to take a break from their desks with their colleagues.



Launched our **FD sports teams initiative** to encourage employees to be active together.



Partnered with **Domestic Abuse Education**, to run a lunch and learn and the People and Culture Team attended a training course with them to enable them to support impacted employees further.



Partnered with Claire Snowdon-Darling to run a **Menopause Awareness webinar**.



Provided our wellbeing ambassadors with a virtual banner for their Microsoft accounts and lanyards to increase visibility.

Our People



Hump Day Breakfasts were organised throughout the year to encourage employees away from their desks to socialise.



To support with employee wellbeing and caring responsibilities we accepted 25 flexible working requests.



Embedded Suicide Awareness training into our Management Training to equip managers to support their direct reports.



Case Study

During our company Celebration Day in June, the engagement group “The Voice” introduced an interactive heritage map. This initiative invited employees to mark the locations that represent their heritage. With over 200 contributions, the map became a lively display of the diverse backgrounds and cultures within our workforce. Employees also shared personal stories and insights about their heritage, enriching the experience and fostering a deeper sense of community and belonging.



Our Clients

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Our Clients



Launched our digital advice proposition, **My Advice Place**, which is designed to make financial advice more accessible to individuals who would not find value in our core proposition.



Launched **Evie**, an AI programme which aids in transparency with clients, capturing exactly what was discussed in their meetings.



Our Pension and Financial Wellbeing Consultants completed a **Certified Money First Aider course** to enable them to further recognise signs of financial difficulty and feel confident to offer support and appropriate help.



Reduced the length of our Suitability reports by 50% and ensured they were in plain English to make sure they are easy for clients to read and understand.



Started to use **Pensions lab** to obtain information on client plans from providers. Removing the need for the client to sign multiple letters of authority, and obtain all the info we need, with just one electronic signature from the client.



Developed and piloted our group guided retirement planning sessions 'R.E.T.I.R.E.'. The **R.E.T.I.R.E. framework** provides employees with a structured pathway, empowering employees to confidently plan for their retirement. The workshops offer the impact of personalised one-to-one sessions within a group setting, engaging up to 12 employees per hour and delivering the emotional connection needed to encourage real behavioural change.



Reviewed our client agreement letters to actively help with identifying **vulnerable clients** so that we can best support them - we have a higher than average disclosure rate in the market.

Our Clients



Continued to make enhancements to our **Clearview** portal, including the launch of a client mobile App, making access to data and personal information even easier for clients.



Launched a new communication to be sent to clients ahead of meetings, which highlights **how we can communicate with them**, including options to have face to face meetings instead of virtual, using bigger text or reading out loud functions and dyslexia friendly font or braille. It also highlights that we can contact providers on their behalf to ask them to adapt how they communicate with them.



Launched **HR Highlights**, a dedicated newsletter delivering timely, relevant content for HR professionals and Finance Directors. This includes practical toolkits to support wellbeing strategies, awareness-day guidance, thought-leadership articles, and invitations to live events and online sessions designed to inform and support decision-makers.



Streamlined communications for our Private Wealth clients with the relaunch of our quarterly **Smart Wealth newsletter**. Presented in a clear, digital-first format, it brings together our latest insights, bespoke blogs, practical guides, investment market commentary and corporate updates in one accessible hub.



Hosted a free 'Christmas Special' **financial wellbeing webinar** to help people Budget over the festive period.



On 18th September Second Sight organised an HR Innovators Conference with topics ranging from financial wellbeing to suicide to help HR professionals support their employees.



Case Study

This year we launched My Advice Place (MAP), our new digital platform designed to encourage individuals to take control of their money. It is accessible to all and will help us to do our part to close the advice gap - only 10% of UK adults have been able to afford any kind of personal financial planning and advice.

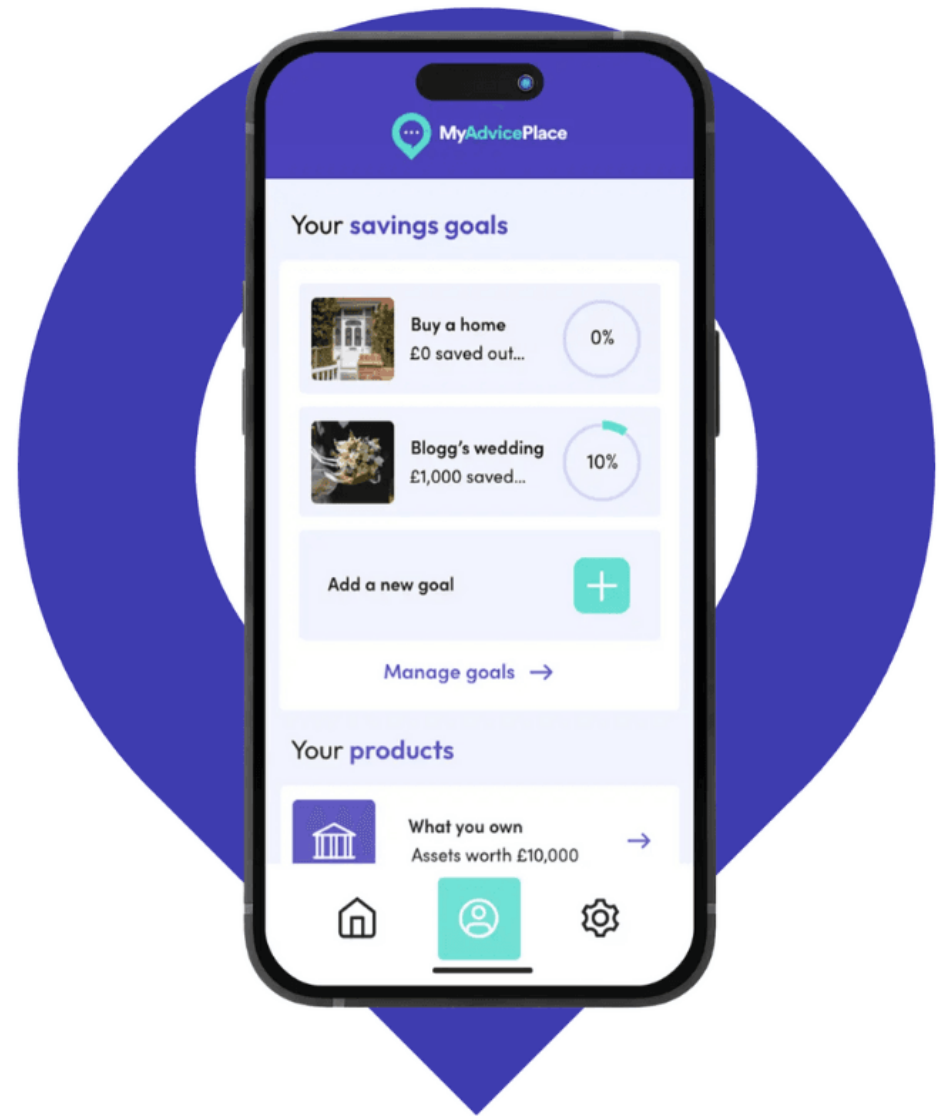
The app can help individuals save for a first home, build a budget that works, or plan for retirement. This will help individuals make confident, informed decisions with personalised tools and expert advice.

MAP is available for:

- Individuals who can subscribe directly to build better financial habits at their own pace (these individuals would not have incomes that would meet the typical criteria for our traditional advice services).
- Employers who can offer MAP as a valuable workplace benefit to boost employee wellbeing and engagement

More information can be found here:

- [MAP Website](#)



Our Community

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Our Community



Employees volunteered **202.5 hours** throughout the year to help local charities.



7 employees took part in the **Surrey 3/5 peaks challenge**, raising £670 for Surrey Care Trust.



Hosted **Macmillan coffee mornings** across our offices, raising over £760.



Led **National Pension Tracing Day**, encouraging the public to search for lost pension pots and signposting them to useful resources.



Partnered with the **Foal Farm Animal Rescue Centre** to organise a Corporate Volunteering day.



Partnered with **The Newcastle Dog & Cat Shelter** to organise a Corporate Volunteering day, and helped them raise £285.



Delivered **work experience** to 8 students, giving them useful skills to help them gain employment in the future.



The recyclable wrapping paper sold by the voice environmental team, helped us to raise £42 for **Runnymede Food Bank**.



Our IT department made a donation of **refurbished computers** to a school in Ghana.



Case Study

On Saturday 6 September 2025, a team of colleagues known as *the Peaky Hikers* took on the Surrey 3 and 5 Peaks Challenge in support of **The Surrey Care Trust**.

The team had the option to trek either **13 miles (21km)** or **26 miles (42km)** across the stunning Surrey countryside, facing steep hills, muddy terrain, unpredictable weather and all the challenges the great outdoors had to offer.

Despite the demanding conditions, our colleagues showed real determination and teamwork to complete the challenge, raising vital funds for a charity that does incredible work supporting people across the local community.



Case Study

National Pension Tracing Day 2025

In 2025, National Pension Tracing Day delivered its strongest performance to date, significantly expanding its reach and impact across the UK. Then in its fifth year, the campaign exists to tackle a growing national issue: millions of pounds in lost or forgotten pension savings and low public awareness around how to trace them.

Last year, the campaign more than doubled its audience. Website sessions increased by 131 percent, rising from 7,807 to 18,021. Unique visitors grew by 135 percent, reaching 14,387 individuals actively seeking guidance. Engagement rates also rose sharply, climbing from 20.9 percent to 53 percent, demonstrating not only increased visibility but meaningful interaction with the campaign's tools and resources.

Digital awareness reached new levels. LinkedIn impressions rose from 8,783 to 129,088, a 1,370 percent increase in visibility, while search impressions exceeded 68,000. Over 66 percent of website traffic was driven by social activity, reflecting a successful strategy to meet people where they already are and prompt action.

The campaign provides free, accessible resources to help individuals trace lost pensions and take control of their retirement savings. By empowering people to reconnect with their long-term financial assets, National Pension Tracing Day directly supports financial resilience and responsible retirement planning, aligning closely with our Social commitments under ESG.

Beyond public awareness, the campaign also enables employers to promote financial wellbeing internally through a dedicated communications toolkit. This strengthens workplace engagement with pensions and reinforces responsible employer practices.

National Pension Tracing Day is a clear example of how targeted communication, collaboration and digital strategy can deliver measurable social impact at scale. In 2025, the campaign did not simply raise awareness. It drove action.



Our Corporate Governance

In this Chapter:

- Key Achievements



Our Corporate Governance



Our Executive committee has been expanded in terms of members, and now meets monthly instead of quarterly. This allows for a more current and hands-on review of business operations and performance.



We have taken contractual responsibility for our Platform, Clearview, clarifying our role to clients and reducing the cost to them.



2025

ESG Impact Report

If you'd like to find out more about anything highlighted in this brochure, please contact us:

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