

2023 ESG Report



Newman
Management
Consulting





A different standard for management consulting

In an era where corporate responsibility is no longer a choice but an imperative, Newman Management Consulting (NMC) stands at the forefront of redefining what it means to be a management consulting firm. This Environmental, Social, and Governance (ESG) Report is not just a compilation of achievements; it's a testament to our unwavering commitment to creating a positive impact on the world.

Setting the Standard in Environmental Responsibility

From establishing a baseline for CO2 and Greenhouse Gas emissions to adopting progressive work-from-home and travel policies, NMC has embraced environmental responsibility as a cornerstone of its operations. We don't just talk about sustainability; we embody it. Our biannual reporting ensures transparency, giving our stakeholders a clear view of our journey. Looking ahead, our ambitious goals to offset all emissions by 2025 and attain carbon-neutral status by 2026 underscore our proactive stance in shaping a greener future.

Inclusivity Beyond Buzzwords

What sets NMC apart in the social domain is not just our commitment to inclusivity; it's the tangible steps we've taken to make it a reality. With 100% women leadership representation and recruiting policies that actively seek talent from overlooked demographics, we are redefining the landscape of diversity in management consulting. Our commitment to fostering a healthy work-life balance, ensuring pay equity, and surpassing industry standards in parental leave policies reflects not just our values but our determination to be a catalyst for positive change.

Governance Beyond Compliance

NMC's governance practices extend beyond meeting compliance standards; they set the benchmark for responsible business conduct. Our ESG integration into core values isn't a token gesture; it's the essence of who we are. We don't just revisit policies annually; we enhance them, ensuring they evolve with the dynamic landscape of responsible business practices. As we fortify our cybersecurity measures, we are not merely meeting requirements; we are exceeding standards for ethical practices in the consulting industry.

Looking Forward

This report isn't just a reflection on where we started; it's a promise for the future. As we celebrate our achievements, we acknowledge that the journey is ongoing. Our commitments for the future are not just goals on paper; they are our roadmap for making a lasting impact. At NMC, we don't follow the path; we forge it.



ESG Executive Summary

ESG area	2023 highlights	2024 commitments
Environmental	<ul style="list-style-type: none">• CO2 and Greenhouse Gas baseline established• Initial work-from home, and travel policies established to reduce emissions.	<ul style="list-style-type: none">• Establish comprehensive CO2 and Greenhouse Gas reporting publicly available biannually.• Revise policies to offset all CO2 emissions by 2025 and achieve Carbon neutral status by 2026.• Introduce a travel policy that reduces emissions and adopt a program that offsets those emissions.• Revise work-from home policy and program to reduce home-office emissions.• Establish procedures for tracking all emissions monthly.
Social	<ul style="list-style-type: none">• 100% women leadership representation• Policies established for creating equity for employees requiring physical accommodations to work from home.• Recruiting policies including fully remote jobs are inclusive of those typically overlooked by the management consulting industry and allow us to reach those in more remote regions.• Adoption of technologies and automation ensure a healthy work-life-balance for all including but not limited to working caregivers.	<ul style="list-style-type: none">• Develop policies and standards to achieve 100% pay equity.• Achieve 25% spend of US supplier spend with certified diverse-owned businesses, with 50% spend with self-certified diverse-owned businesses or partially owned.• Establish paid parental leave policy that exceeds that of the federal government, and top ranked states (New York, and California) minimum expectations.
Governance	<ul style="list-style-type: none">• ESG is incorporated fully into NMC's core values and are reflected in its organizational foundations and structures.• Promotion of transparency and accountability in decision-making processes across all levels of the organization	<ul style="list-style-type: none">• Revisit and update all policies annually.• Enhance cybersecurity measures to safeguard sensitive data and ensure compliance with data protection regulations• Continued engagement with stakeholders to gather feedback and improve governance practices.



Environmental

At NMC, we recognize the pivotal role businesses play in environmental stewardship. To this end, we are establishing a robust framework to track and reduce our carbon footprint. From the inception of CO2 and Greenhouse Gas baseline measurements to the implementation of progressive work-from-home and travel policies, our commitment extends beyond mere statements. Our commitment to biannual reporting ensures transparency, and our ambitious **goal to achieve carbon neutrality by 2026** underscores NMC's dedication to environmental sustainability.

2023 highlights

- CO2 and Greenhouse Gas baseline established
- Initial work-from home, and travel policies established to reduce emissions.

2024 commitments

- Establish comprehensive CO2 and Greenhouse Gas reporting publicly available biannually.
- Revise policies to offset all CO2 emissions by 2025 and achieve Carbon neutral status by 2026.
- Introduce a travel policy that reduces emissions and adopt a program that offsets those emissions.
- Revise work-from home policy and program to reduce home-office emissions.
- Establish procedures for tracking all emissions monthly.





Social

NMC stands out in the realm of social responsibility within the management consulting industry. Our commitment to **100% women leadership** representation is not just a goal; it's a reality. We've embraced inclusivity in our recruiting policies, focusing on fully remote jobs and reaching out to underrepresented groups often overlooked by the industry. Beyond numbers, **we are committed to fostering a healthy work-life balance, ensuring pay equity, and exceeding standards in parental leave policies, and dedicated supplier spend to diverse-owned businesses** showcases our commitment to social well-being. At NMC, social responsibility is not an obligation; it's ingrained in how we operate.

2023 highlights

- 100% women leadership representation
- Policies established for creating equity for employees requiring physical accommodations to work from home.
- Recruiting policies including fully remote jobs are inclusive of those typically overlooked by the management consulting industry and allow us to reach those in more remote regions.
- Adoption of technologies and automation ensure a healthy work-life-balance for all including but not limited to working caregivers.

2024 commitments

- Develop policies and standards to achieve 100% pay equity.
- Achieve 25% spend of US supplier spend with certified diverse-owned businesses, with 50% spend with self-certified diverse-owned businesses or partially owned.
- Establish paid parental leave policy that exceeds that of the federal government, and top ranked states (New York, and California) minimum expectations.





Governance

NMC distinguishes itself by fully integrating ESG into our core values. This isn't just a checkbox; it's a foundational aspect of our organizational structure. The revisitation and annual update of policies demonstrate our agility and adaptability, ensuring we meet the evolving landscape of responsible business practices. Our enhanced cybersecurity measures underline our commitment to secure and ethical practices. NMC's governance practices reflect a commitment beyond compliance — it's about setting standards and raising the bar for the industry.

2023 highlights

- ESG is incorporated fully into NMC's core values and are reflected in its organizational foundations and structures.
- Promotion of transparency and accountability in decision-making processes across all levels of the organization

2024 commitments

- Revisit and update all policies annually.
- Enhance cybersecurity measures to safeguard sensitive data and ensure compliance with data protection regulations
- Continued engagement with stakeholders to gather feedback and improve governance practices.





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