

# L E K CONSULTING GROUP LTD (GROUP)

LONDON - United Kingdom | Activities of head offices; management consultancy activities

EVID: QB888271

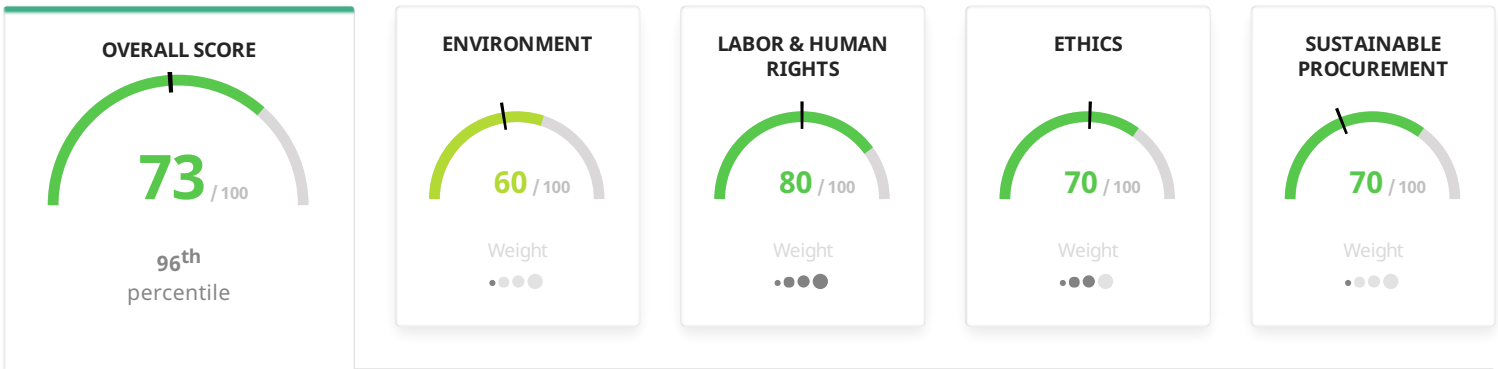


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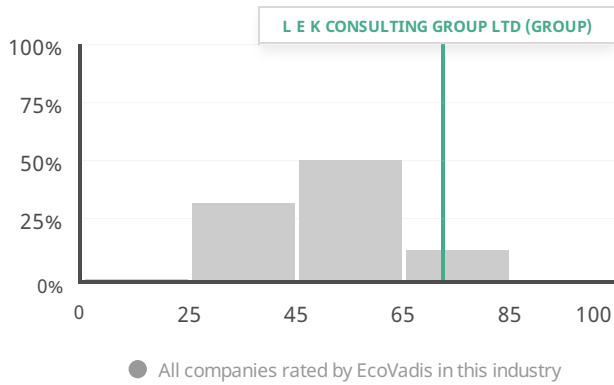
Valid until: 15 Nov 2024

Sustainability performance

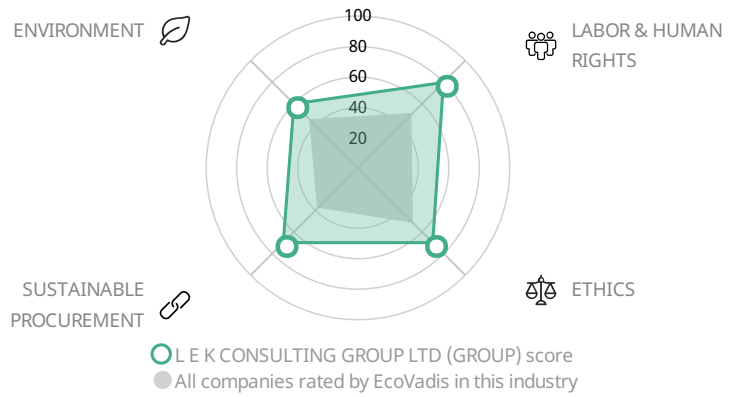
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Environmental policy on waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on environmental services & advocacy

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

#### Actions

Strengths

Other actions to manage waste

Other actions to reduce energy consumption/GHG emissions

Use of eco-friendly or bio-based input materials

Reduction of material consumption through process optimization

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Use of efficient HVAC (heating, ventilation, and air conditioning) equipment

Purchase and/or generation of renewable energy

Purchase of verified carbon offset credits

Reduction of energy consumption of IT infrastructure

Provision of sustainable development consulting & services

#### Results

Strengths

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation
Reporting on total gross Scope 2 GHG emissions (market or location based)
Reporting on total gross Scope 1 GHG emissions
Reporting on total gross Scope 3 downstream GHG emissions
Reporting in accordance with GRI Standards (option "Core")
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total amount of renewable energy consumed
Reporting on total gross Scope 3 GHG emissions
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Company reports to CDP
Reporting on total energy consumption

**Improvement Areas**

Actions	
Priority	Improvement Areas
Medium	Supporting documentation demonstrates a medium level of coverage of environmental actions throughout the company operations
Medium	No information regarding certification of an environmental management system

Results	
Priority	Improvement Areas
High	Insufficient reporting on environmental issues
Low	Declares external assurance or verification of sustainability reporting, but no supporting documentation
Low	No information on reporting on total weight of hazardous waste
Low	No information on reporting on total weight of non-hazardous waste
Low	No information related to reporting on total weight of waste recovered

**Strengths**

**Policies**

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Labor &amp; human rights policy on diversity, equity &amp; inclusion

Labor &amp; human rights policy on career management &amp; training

Labor &amp; human rights policy on social dialogue

Labor &amp; human rights policy on working conditions

Labor &amp; human rights policy on employee health &amp; safety

Standard policy on a majority of labor or human rights issues

**Actions**

Strengths

Actions to improve workstation ergonomics

Actions to address stress and psychological wellbeing in the workplace

Employee health and safety emergency action plan

Other actions to promote diversity, equity &amp; inclusion

Other actions to ensure good working conditions

Other actions on employee health &amp; safety

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Women development, mentorship, and/or sponsorship programs in place

Affinity or other support groups for minorities/vulnerable groups

Formal pro bono program in place

Compensation for extra or atypical working hours

Employee stock ownership plan (not restricted to executive level)

Employee satisfaction survey

Bonus scheme related to company performance

Collective agreement on diversity, discrimination and/or harassment

Collective agreement on training &amp; career management

Collective agreement on working conditions

Collective agreement on employees' health &amp; safety

Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place	
Grievance mechanism on discrimination and/or harassment issues	
Actions to promote wage equality in the workplace	
Awareness training regarding diversity, discrimination, and/or harassment	
Supporting documentation demonstrates a high level of coverage of labor and human rights actions throughout the company operations/workforce	
Transparent recruitment process communicated clearly and formally to all candidates	
Actions to prevent discrimination during recruitment phase	
Regular assessment (at least once a year) of individual performance	
Two-way communication system in place to facilitate employee voice regarding working conditions	
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)	
Official measures promoting career mobility	
Provision of skills development training	
Setting of individual career plan for all employees	
Training of employees on health and safety risks and best working practices	
<b>Results</b>	
Strengths	
Reporting on the percentage of women at top management level	
Reporting on the percentage of women employed in relation to the whole organization	
Reporting in accordance with GRI Standards (option "Core")	
Report on percentage of women within the organization's board	
Materiality analysis in sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
The 360° Watch has identified best practices and/or external recognition regarding labor and human rights issues (see 360° Watch section).	
Comprehensive reporting on labor and human rights issues	
<b>Improvement Areas</b>	
<b>Policies</b>	
Priority	Improvement Areas
Low	No quantitative target on labor and human rights issues

## Actions

Priority Improvement Areas

Medium

No information regarding certification of a labor and human rights management system

Low

Declares that workers' rights to join labor unions, workers' councils, or other collective bargaining organizations are granted, but are restricted in compliance with applicable law

## Results

Priority Improvement Areas

Medium

Some reporting on labor and human rights issues is available only for a partial scope

Low

Declares external assurance or verification of sustainability reporting, but no supporting documentation

Low

Declares reporting on average training hours per employee, but no supporting documentation available



## Ethics

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

#### Actions

Strengths

Other actions to ensure information security

Other actions to prevent any form of corruption

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Information security certification schemes [Cyber Essentials]

Implementation of a records retention schedule

Awareness training to prevent information security breaches

Corruption risk assessments performed

Supporting documentation demonstrates a high level of coverage of ethics actions throughout the company operations

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

ISO 27001 certified (certification of information security management system)

## Results

Strengths

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

## Improvement Areas

### Policies

Priority Improvement Areas

Medium

Basic ethics policies: lacks details on specific issues

Low

Inconclusive documentation for policies on fraud

Low

Inconclusive documentation for policies on conflict of interest

### Actions

Priority Improvement Areas

High

No conclusive documentation regarding information security risk assessments

### Results

Priority Improvement Areas

Low

Declares external assurance or verification of sustainability reporting, but no supporting documentation



## Sustainable Procurement

Weight ●●●●

### Strengths

### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Standard policies on sustainable procurement issues

## Actions

### Strengths

Actions to advance diversity, equity and inclusion in the workforce of suppliers

Actions to work with businesses owned by minorities/vulnerable groups in the supply chain

Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Supplier sustainability code of conduct in place

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Training of buyers on social and environmental issues within the supply chain

Integration of social or environmental clauses into supplier contracts

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

## Results

### Strengths

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on sustainable procurement issues

## Improvement Areas

### Actions

Priority Improvement Areas

Medium

No conclusive documentation on on-site audits of suppliers on environmental or social issues

Low

No conclusive documentation on capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

Low

No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Low

No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

### Results

Priority Improvement Areas

Low

Declares external assurance or verification of sustainability reporting, but no supporting documentation



## 360° Watch Findings

3 Nov 2023 | <https://sciencebasedtarget...>

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 3 Dec 2028

Impacted themes



### Business ambition for 1.5°C campaign

L.E.K. Consulting Group Limited is listed among the 643 companies joining Business Ambition for 1.5°C made a commitment to reach science-based net-zero by 2050, in addition to setting near-term 1.5°C aligned targets.

23 May 2023 | <https://www.theconsultingr...>

Impact on Score

**Positive** ↗

valid from 1 May 2023 to 1 Jun 2028

Impacted themes



### The Top 50 Consulting Firms of 2023

L.E.K. Consulting is a global management consulting firm renowned for providing strategic advice and innovative solutions to clients across various industries. In recent years, L.E.K. Consulting has received several notable recognitions. Seramount named L.E.K. Consulting as one of the 2022 100 Best Companies, acknowledging its commitment to fostering an inclusive and diverse work environment. Furthermore, according to the 2023 Vault Rankings, L.E.K. Consulting has been ranked among the top 10 best firms to work for in Europe and Asia-Pacific, highlighting its appeal as an employer in these regions.

1 Jan 2023 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 1 Feb 2028

Impacted themes



### L'index égalité professionnelle pour LEK Consulting pour 2023

LEK Consulting a reçu un résultat de 84/100 de l'index égalité professionnelle entre les femmes et les hommes pour 2023.

5 Apr 2022 | <https://gender-pay-gap.ser...>

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 5 May 2027

Impacted themes



### 2022/23 Gender pay gap report L.E.K. CONSULTING LLP

In this organisation, women earn 75p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 24.6% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 29.2% lower than men's.

1 Jan 2022 | <https://afrbestplacestowor...>

Impact on Score

**Positive** ↗

valid from 1 May 2022 to 1 Jun 2027

Impacted themes



### AFR BOSS Best Places to Work 2022: Top professional services firms

L.E.K. Consulting set out to improve the retention of current workers, while also improving staff engagement, positivity and development. L.E.K. Ways of Working introduced several strategies to achieve this objective, including providing trust and freedom for staff to work in the way that suits them, the LEAD program for skills development and growth, and working parents sustainability coaching.

19 Aug 2021 | <https://www.consultancy.uk...>

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 19 Sep 2026

Impacted themes



### L.E.K. Consulting establishes centre of excellence for sustainability

Climate change and resource consumption pose an increasingly grim threat to the world, and has prompted increasing regulatory and stakeholder pressure on businesses to scale back their environmental impact. As companies look to address these issues, L.E.K. Consulting's new Sustainability Centre of Excellence has been founded to support them with their changes.

6 Jul 2021 | <https://www.futurenetzero...>

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 6 Aug 2026

Impacted themes



### L.E.K Consulting joins net zero drive with 2030 target

Global management consulting firm L.E.K. Consulting has pledged to achieve net zero carbon emissions across its operations by 2030. The company – which has been carbon-neutral since 2008 – has set out a programme to both reduce greenhouse gas emissions from its operations and invest in initiatives that remove carbon dioxide from the atmosphere. Its sustainability strategy is based on five pillars for reducing its carbon footprint: tracking emissions, offsetting emissions, changing employee behaviour, switching to green energy and continually innovating and engaging on the sustainability and net zero imperative.

5 May 2020 | <https://www.droits-salarie...>

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 5 Jun 2025

Impacted themes



### Accords d'entreprise chez LEK Consulting

Les négociations entre la direction de LEK Consulting et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez LEK Consulting précisent les droits, avantages et obligations de l'employeur et des salariés.

3 Nov 2023 |

Impact on Score

**Neutral** →

valid from 21 Nov 2023 to 3 Dec 2028

No records found for this company on Compliance Database

Environment Labor & Human Rights Ethics Sustainable Procurement

## Specific comments



No records found in third party risk and compliance database.



The company demonstrates an advanced management system on labor & human rights issues.



Despite the company implementing measures regarding ethics issues, policies are not formalized or are only basic.

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