

L E K CONSULTING GROUP LTD (GROUP)

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

Company size: L | Assessment scope: Group

Overall score

↗ 84/100

Percentile

99th



Scorecard

Publication date: 3 Dec 2024

Valid until: 3 Dec 2025

Overall score

Percentile

99th

↗ 84/100

Environment

Low impact on score

↗ 80/100

Labor & Human Rights

High impact on score

↗ 90/100

Ethics

Medium impact on score

↗ 80/100

Sustainable Procurement

Low impact on score

↗ 80/100

Environment

Low impact on score

↗ 80/100

Environment | Policies

High impact on score

↗ 100/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative objectives set on waste
Environmental policy on waste
Exceptional policy on major environmental issues
Environmental policy on environmental services & advocacy
Quantitative objectives set on energy consumption & GHGs
Environmental policy on energy consumption & GHGs

Environment | Endorsements

Low impact on score

→ 100/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the Science Based Targets initiative - Targets Set
Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures

High impact on score

→ 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Energy and/or carbon audit
Carbon footprint calculation programs or services available to customers
Offer of eco-design services
Provision of information on environmental impacts of customers' projects
Refurbishing and internal reuse of IT hardware
Integration of sustainability research and analysis to guide decision-making
Purchase and/or generation of renewable energy
Reduction of energy consumption of IT infrastructure
Training of employees on energy conservation/climate actions
Reduction of energy consumption of lighting systems
Actions or training to raise employee awareness on waste reduction & sorting
Reduction of internal wastes through material reuse, recovery or repurpose
Reduction of material consumption through process optimization
Internal sorting & disposal of waste according to waste streams
Use of eco-friendly or bio-based input materials
Purchase of verified carbon offset credits
Use of efficient HVAC (heating, ventilation, and air conditioning) equipment
Other actions to reduce energy consumption/GHG emissions
Other actions to manage waste

Environment | Certifications

Medium impact on score

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Improvement areas

Medium priority	No information regarding certification of an environmental management system
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Environment | Coverage

● 75/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show a high level of coverage of environmental actions or certification throughout company operations
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Environment | Reporting

Medium impact on score

● ↗ 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Comprehensive reporting on environmental issues
Reporting on total energy consumption
External assurance or verification of sustainability reporting
Reporting on total gross Scope 3 GHG emissions
Reporting on total weight of waste recovered
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total gross Scope 1 GHG emissions
Reporting on total gross Scope 2 GHG emissions (market or location based)
Reporting in accordance with SASB
Reporting in accordance with GRI Standards (option “Core”)
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on total gross Scope 3 downstream GHG emissions
Reporting on total amount of renewable energy consumed
Reporting on total weight of non-hazardous waste
Reporting on total weight of hazardous waste
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation
Company reports to CDP

Environment | 360° Watch

High impact on score

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (4)

News stories about your company we found in public databases.

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

www.futurenetzero.com | 06 Jul 2021

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

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 6 Jul 2021 to 6 Jul 2026



Business ambition for 1.5°C campaign

sciencebasedtargets.org | 03 Nov 2023

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.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 3 Nov 2023 to 3 Nov 2028



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

www.consultancy.uk | 19 Aug 2021

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.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 19 Aug 2021 to 19 Aug 2026



No records found for this company on Compliance Database

21 Nov 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 21 Nov 2024 to 21 Nov 2029

Labor & Human Rights

High impact on score

↗ 90/100

Labor & Human Rights | Policies

High impact on score

↗ 100/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Exceptional policies on major labor and human rights issues
Quantitative objectives set on employee health & safety
Quantitative objectives set on career management & training

Quantitative objectives set on diversity, equity & inclusion
Labor & human rights policy on social dialogue
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Labor & human rights policy on career management & training
Labor & human rights policy on diversity, equity & inclusion

Labor & Human Rights | Endorsements

Low impact on score

→ 75/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures

High impact on score

→ 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Remediation procedure in place for victims of discrimination and/or harassment
Actions to prevent discrimination in professional development and promotion processes
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Collective bargaining agreement on working hours, overtime, or leaves
Collective bargaining agreement on diversity, discrimination and/or harassment
Actions to promote the inclusion of employees with disabilities
Collective bargaining agreement on career management & training
Actions to prevent workplace harassment
Skills development program tailored to employee needs
Other actions on career management & training
Actions to address stress and psychological wellbeing in the workplace
Collective bargaining agreement on employees’ health & safety
Actions to promote the inclusion of minority/vulnerable groups in the workplace
Training of employees on health and safety risks and best working practices
Regular assessment of individual performance
Individual development and career plan for all employees
Actions to promote internal mobility
The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)

Other actions on employee health & safety
Actions to improve workstation ergonomics
Employee health and safety emergency action plan
Employee health & safety risk assessment
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Actions to promote gender inclusion in the workplace
Employee satisfaction survey
Two-way communication system in place to facilitate employee voice regarding working conditions
Health care coverage of employees in place
Compensation for extra or atypical working hours
Actions to promote wage equality in the workplace
Bonus scheme related to company performance
Women development, mentorship, and/or sponsorship programs in place
Grievance mechanism on discrimination and/or harassment issues
Affinity or other support groups for minorities/vulnerable groups
Actions to prevent discrimination during recruitment phase
Employee stock ownership plan (not restricted to executive level)
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Awareness training regarding diversity, discrimination, and/or harassment
Flexible organization of work (eg. remote work, flexi-time)
Other actions to ensure good working conditions

Labor & Human Rights | Certifications

Medium impact on score

→ 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Improvement areas

Medium priority

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

Labor & Human Rights | Coverage

100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting

Medium impact on score

→ 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Report on average unadjusted gender pay gap
Reporting on the percentage of women employed in relation to the whole organization
Report on percentage of women within the organization's board
External assurance or verification of sustainability reporting
Reporting on number of recordable work-related ill health
Reporting on percentage of employees from minority and/or vulnerable groups at top management level
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
Reporting in accordance with SASB
Reporting in accordance with GRI Standards (option “Core”)
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on the percentage of women at top management level
Comprehensive reporting on labor and human rights issues

Improvement areas

Low priority	No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees
Low priority	Declares reporting on average training hours per employee, but no supporting documentation available

Labor & Human Rights | 360° Watch

High impact on score

→ 100/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths

The 360° Watch has identified best practices and/or external recognition regarding labor and human rights issues (see 360° Watch section).
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News that impacted your score (8)

News stories about your company we found in public databases.

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

afrbestplacetowork.com | 01 Jan 2022

L.E.K. Consulting set out to improve the retainment 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.

360° Watch

Impact on Score

Positive ↗

Severity

Positive

valid from 1 May 2022 to 1 Jun 2027



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

gender-pay-gap.service.gov.uk | 05 Apr 2022

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.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 5 Apr 2022 to 5 Apr 2027



Accords d'entreprise chez LEK Consulting

www.droits-salaries.com | 05 May 2020

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.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 5 May 2020 to 5 May 2025



L'index égalité professionnelle pour LEK Consulting pour 2023

egapro.travail.gouv.fr | 01 Jan 2023

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

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Jan 2023 to 1 Jan 2028



The Top 50 Consulting Firms of 2023

www.theconsultingreport.com | 23 May 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

360° Watch

Impact on Score

Positive ↗

Severity

Positive

valid from 1 May 2023 to 1 Jun 2028



No records found for this company on Compliance Database

21 Nov 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 21 Nov 2024 to 21 Nov 2029

2023/24 Gender pay gap report for L.E.K. Consulting LLP

gender-pay-gap.service.gov.uk | 05 Apr 2023

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.7% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 5 Apr 2023 to 5 Apr 2028



The Top 50 Consulting Firms of 2024

www.theconsultingreport.com | 26 Jun 2024

The Consulting Report is pleased to present its selections for The Top 50 Consulting Firms of 2024. From advising on digital transformation and operational efficiency, to navigating regulatory complexities and fostering sustainable practices, these leading firms were selected for their consistent performance in providing clients with exceptional consulting services. L.E.K. Consulting was on the list of the Top 50 Consulting Firms of 2024.

360° Watch

Impact on Score

Positive ↗

Severity

Positive

valid from 1 Jun 2024 to 1 Jul 2029



Ethics Medium impact on score ● ↗ 80/100

Ethics | Policies High impact on score

● ↗ 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Comprehensive policies on ethics issues
Policy on fraud
Disciplinary sanctions to deal with policy violations
Quantitative objectives set on some relevant issues
Policy on money laundering
Policy on conflict of interest
Policies on corruption
Policy on information security
Dedicated responsibility for ethics issues

Ethics | Endorsements

Low impact on score

● → 50/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures

High impact on score

● ↗ 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

- Specific approval procedure for sensitive transactions (e.g. gifts, travel)
- Corruption risk assessments performed
- Anti-corruption due diligence program on third parties in place
- Implementation of a records retention schedule
- Information security risk assessments performed
- Whistleblower procedure for stakeholders to report information security concerns
- Awareness training to prevent information security breaches
- Whistleblower procedure for stakeholders to report corruption and bribery
- Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
- Awareness training performed to prevent corruption
- Audits of control procedures to prevent corruption
- Measures to protect third party data from unauthorized access or disclosure
- Other actions to prevent any form of corruption

Ethics | Certifications

Medium impact on score

● ↗ 75/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 27001 certified (certification of information security management system)

Ethics | Coverage

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of ethics actions or certification throughout company operations

Ethics | Reporting

Medium impact on score

→ 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

External assurance or verification of sustainability reporting
Comprehensive reporting on ethics issues
Reporting in accordance with SASB
Reporting in accordance with GRI Standards (option “Core”)
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

Ethics | 360° Watch

High impact on score

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

<div>No records found for this company on Compliance Database</div> <div>21 Nov 2024</div>	<div>360° Watch</div> <div>Impact on Score</div> <div>Neutral</div> <div>Severity</div> <div>N/A</div> <div>valid from 21 Nov 2024 to 21 Nov 2029</div>
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Sustainable Procurement

Low impact on score

↗ 80/100

Sustainable Procurement | Policies

High impact on score

↗ 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative objectives set on sustainable procurement policy
Comprehensive sustainable procurement policies on both social and environmental factors

Sustainable Procurement | Endorsements

Low impact on score

↗ 75/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of external initiative on sustainable procurement issues
Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures

High impact on score

↗ 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Supplier sustainability code of conduct in place
Training of buyers on social and environmental issues within the supply chain
Regular supplier assessment (e.g. questionnaire) on environmental or social practices
Integration of social or environmental clauses into supplier contracts
Sustainability risk analysis (i.e. prior to supplier assessments or audits)
Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)
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

Improvement areas

<div>Medium priority</div> No conclusive documentation on on-site audits of suppliers on environmental or social issues

Sustainable Procurement | Certifications

Medium impact on score

↗ 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Coverage

100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of sustainable procurement actions throughout company operations or supplier base
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Sustainable Procurement | Reporting

Medium impact on score

→ 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting on total gross Scope 3 upstream GHG emissions
External assurance or verification of sustainability reporting
Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation
Reporting in accordance with SASB
Reporting in accordance with GRI Standards (option “Core”)
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Comprehensive reporting on sustainable procurement issues

Sustainable Procurement | 360° Watch

High impact on score

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

<div>No records found for this company on Compliance Database</div> <div>21 Nov 2024</div>	<div>360° Watch</div> <div>Impact on Score</div> <div>Neutral</div> <div>Severity</div> <div>N/A</div> <div>valid from 21 Nov 2024 to 21 Nov 2029</div>
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