

East Kent Mencap – ESG & Sustainability Statement (2025)

Between 2023 and 2025, East Kent Mencap has integrated sustainability into every aspect of its work, achieving measurable progress in environmental responsibility, inclusive employment, and financial resilience. Through our ScrapStore and estate audits, we enhanced our carbon reduction efforts and circular economy practices. We increased inclusion by expanding supported employment and launching a university-backed ambassador programme that amplifies lived experience in research and policy. Financially, we transitioned from vulnerability to long-term stability, reinvesting surplus into mission-led activities. Looking ahead, we will publish a comprehensive Environmental Action Plan by 2026 and continue building partnerships that connect sustainability, opportunity, and community wellbeing.

Summary of SDG and GRI Alignment

Since 2023, we have aligned our work with the following Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) Standards:

SDG or GRI Reference	Description
SDG 3	Good Health and Well-being
SDG 8	Decent Work and Economic Growth
SDG 9	Industry, Innovation and Infrastructure
SDG 10	Reduced Inequalities
SDG 12	Responsible Consumption and Production
SDG 13	Climate Action
SDG 16	Peace, Justice and Strong Institutions
GRI 2	General Disclosures (Governance)
GRI 201	Economic Performance
GRI 302	Energy Use
GRI 305	Emissions
GRI 401	Employment
GRI 404	Training and Education
GRI 413	Local Communities

Key Impact Snapshot (2025)

These alignments underpin progress made between 2023 and 2025 across environmental, social, and governance pillars. The following table outlines measurable developments, new partnerships, and structural improvements that demonstrate our ongoing commitment to sustainability.

Impact Area	Outcome (2025)	SDG / GRI Link
ScrapStore	£3,000 increase in donations and waste diversion	SDG 12, SDG 13, GRI 413
Disability Employment	10% in supported roles, 15% with declared disabilities	SDG 8, SDG 10, GRI 401

Ambassador Programme	University-funded role influencing research and policy	SDG 3, SDG 16, GRI 404, GRI 413
GOLD Programme	Civic engagement trip to Parliament and tracked progression	SDG 8, SDG 10, GRI 413
Flexible Work & Apprenticeships	Carer support and barrier-free entry	SDG 8, SDG 10, GRI 404
Governance	Two new directors added for strategic oversight	GRI 2
Environmental Strategy	Funding bids submitted for green upgrades	SDG 13, GRI 302, GRI 305
Financial Sustainability	Surplus reinvested into mission-aligned activity	GRI 201

Environmental Sustainability

We completed a feasibility review across our sites to assess opportunities for improved insulation, low-emission heating systems, and solar energy. Though initial funding bids were unsuccessful, this work laid the groundwork for an environmental action plan to be published by mid-2026.

Work to reduce energy use and emissions has been ongoing across our estate, reflecting our genuine commitment to sustainability. This has now escalated into a full audit of our entire property portfolio, giving us a clear understanding of our carbon footprint and helping to prioritise actions within our forthcoming Business Investment Strategy. Our partnership with Southern Gas Network exemplifies this proactive approach, addressing CO₂ reduction while supporting households to lower domestic energy use. Although this extends beyond traditional organisational boundaries, it highlights our appetite to create tangible community impact through innovation and collaboration. SDG 13 (Climate Action), GRI 302 (Energy Use), GRI 305 (Emissions).

Our ScrapStore continues to model circular economy principles, diverting over 2.5 tonnes of material from landfill in 2025 and engaging more than 20 volunteers. These actions support SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action) and align with GRI standards on energy and emissions.

2024: 3,506 kg donated and 3,405 kg sold	2025: 4,042 kg donated and 4,779 kg sold.
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These figures illustrate a year-on-year rise in both donations received (prevented from landfill) and repurposed goods sold, showing measurable progress in reducing waste and promoting reuse.

Social Sustainability

We have embedded inclusive leadership through our service user-led members committee, which actively shapes policy and service delivery. Separately, we support a university-funded

ambassador who contributes lived experience to a qualitative research group, helping ensure that academic studies on disability reflect real-world perspectives.

We developed a new employability service for young people with learning disabilities, difficulties, and neurodivergence, focusing on both soft skills and operational workplace learning. This builds on our longstanding commitment to inclusive employment: since 2019, we have held Disability Confident Leader status, with 10% of our workforce in supported roles and an additional 15% of staff with known disabilities working independently.

Flexible working is central to our employment model, especially for carers, and we have expanded our use of apprenticeships through the levy transfer scheme. These initiatives support SDG 3 (Good Health and Well-being), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice and Strong Institutions) and align with GRI standards on employment, training, and community engagement.

Economic and Organisational Resilience

Across our last three audited accounts, East Kent Mencap has exhibited a clear return to financial resilience. Moving from a highly vulnerable position to one of steady and sustained viability. This demonstrates strong stewardship and operational discipline, enabling reinvestment into mission-driven activities.

Our diversification strategy now includes income from social enterprises, grant funding, and community partnerships, which collectively support long-term organisational resilience and reduce reliance on any single source of income. The Financial Business and Investment Plan underpins the approach, setting out clear priorities for sustainable growth, asset development, and risk management. It enables us to align capital decisions with mission-led objectives and ensures that reinvestment directly benefits people with learning disabilities and the communities in which we operate. Together, these measures strengthen East Kent Mencap's economic foundation and demonstrate alignment with SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and GRI 201 (Economic Performance).

In 2025, our governance was strengthened by the appointment of two new directors, one with lived experience as a SEN teacher and the other as the former Mayor of Margate, who now leads a housing organisation. Their combined expertise enhances our understanding of inclusive education, civic engagement, and sustainable housing.

We continue to develop our workforce by investing in progression pathways, supporting personal growth, and maintaining robust governance. Our governance framework includes quarterly internal audits, live risk registers, and trustee oversight. These efforts support SDG 8 (Decent Work and Economic Growth) and SDG 9 (Industry, Innovation and Infrastructure) and align with GRI 2 (General Disclosures (Governance)) and 201 (Economic Performance).

Strategic Action Plan (2025–2027)

Our forward plan outlines targeted goals with clear timelines, indicators, and outcomes.

Goal	Timeframe	Measure of Success	Who is Impacted
Publish an Environmental Action Plan with baseline data	By June 2026	Energy audits completed; carbon baselines established; funding applications submitted	Facilities team, service users using community spaces, future funders
Expand the ambassador programme within the GOLD service	By December 2026	Number of peer-led events; research collaborations; participant feedback	Ambassadors, GOLD participants, academic researchers
Develop outcome dashboards for employment and Scrapstore programmes	By March 2026	Dashboards published; metrics tracked quarterly; shared with stakeholders	Service users, commissioners, internal leadership
Formalise cross-sector partnerships aligned to our mission	Ongoing	Number of partnership agreements; collaborative projects in place	Partner organisations, employees, service users
Grow employment services for young people with learning disabilities, difficulties or neurodivergence	By September 2026	Participants enrolled; soft skills curriculum delivered; employer feedback	Young people, employers, training employees

Statement of Continued Support

As Chief Executive of East Kent Mencap, I am pleased to reaffirm our ongoing commitment to the United Nations Global Compact and its Ten Principles. This marks our third submission, demonstrating our continued dedication to embedding sustainability, human rights, fair labour, environmental responsibility, and sound governance throughout our organisation.

Over the past reporting period, we have strengthened our alignment with the Sustainable Development Goals and Global Reporting Initiative standards, ensuring that our work continues to deliver measurable social and environmental impact. Our actions have included expanding supported employment opportunities, deepening community partnerships, improving the energy efficiency of our buildings, and advancing circular economy practices through our ScrapStore initiative.

Our focus remains simple: to act with transparency and integrity while improving the lives of people with learning disabilities, their families, and the broader community. We see the Global

Compact not just as a compliance framework but as a shared platform for progress, one that helps us measure our impact, learn from others, and demonstrate leadership in inclusive, responsible practices.

We look forward to building on the progress set out in this report and to contributing to the shared global effort toward a fairer, greener, and more inclusive future.

Jason Gerlack, East Kent Mencap, Chief Executive Officer

Date: 16th October 2025