



# ESG REPORT

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2023



Written By

*Fifty Shades Greener team*

[www.fiftyshadesgreener.ie](http://www.fiftyshadesgreener.ie)





## A Note from our CEO

Fifty Shades Greener (FSG) practices what it preaches. We are an educational company for Sustainable Development and we understand that change starts within.

In 2022 FSG started reporting on ESG. Guided by transparency and best practices in accountability, we are presenting our second Fifty Shades Greener ESG Report. We are committed to reporting our ESG metrics at least on an annual basis from the presentation of this first report.

This report highlights the main actions taken and the results achieved by the company between January 01 and December 31, 2023.

Our report has been prepared taking into account the environmental, social, and corporate governance (ESG) aspects of our business.

The data shared has been assessed and analysed based on the ESG by FSG Standards that align with all the United Nations Sustainable Development Goals (SDGs).

It is our intent to improve our ESG metrics year and year, to demonstrate our commitment to People, Planet & Profit.





## ESG Communication & Approach

FSG is committed to report on the ESG by FSG standards in an annual basis, we practice what we preach, and we want to ensure that we always strive to do better for People and Planet.

This ESG report is a reflection of our dedication to transparency, accountability, and continuous improvement.

Our ESG report will be available on our website and visible to all company stakeholders to ensure transparency in our commitments.

All employees have worked as a team to measure our current ESG standards and develop our future action plans for environmental, social and governance. ESG tasks are distributed to all team members as we believe everyone should have input on the ESG strategy and its implementation. Team members are allocated different parts of our ESG journey based on their expertise and passion for different subjects.

FSG monitors the ESG metrics periodically to measure progress towards sustainability. These measurements, targets, commitments and strategies are reported annually on the ESG report.

This report uses data from 2023 (Jan-December).





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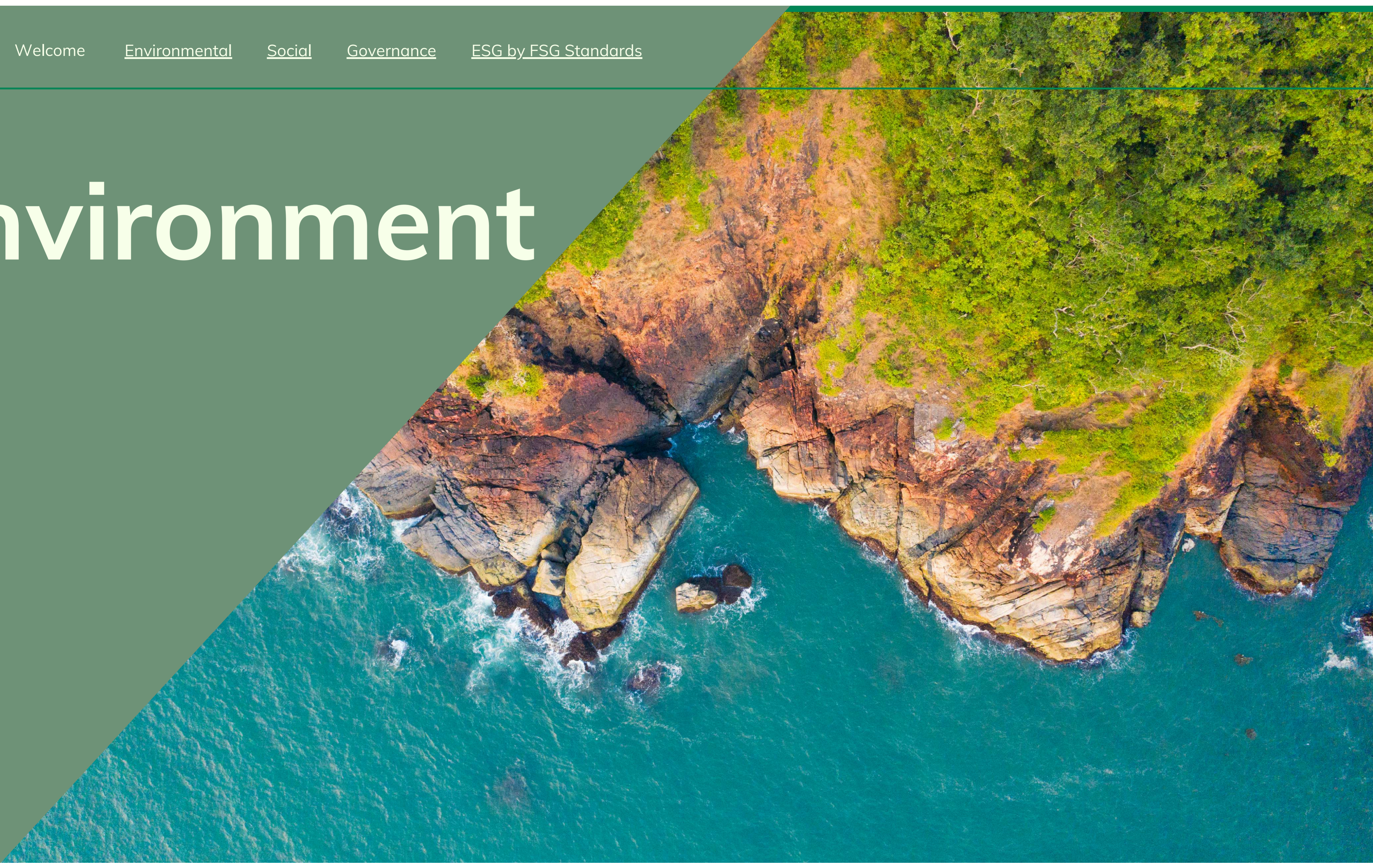
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# Environment





# Energy Management

Our Energy Management Plan plays a central role in our commitment to responsible energy use:

- We continuously measure and monitor energy consumption.
- The head offices purchase electricity from 100% renewable energy.
- Our employees are educated on and encouraged to participate in energy conservation efforts.
- When we need to upgrade our equipment, we incorporate the latest energy-efficient technologies.
- The energy management plan is reviewed every year.

In 2023, more than 50% of our employees had green energy providers at home. Our goal main for 2024 is to set a plan to inform and encourage all employees to switch to green energy providers, as they are all working from home.

## GHG Emissions

We believe education is a powerful tool to reduce global emissions. The FSG programmes help businesses, schools, charities, public organisations, and individuals to measure, reduce and monitor their emissions and to implement a Net Zero strategy.



We practice what we teach. That's why in the company we encourage sustainability at work: we know that small actions such as turning off our laptops when we finish working or turning off cameras during online presentations, lead to big results.



FSG owns a company car that is fully electric, and, whenever possible, it's powered with green energy.



FSG doesn't buy any products (apart from Capital Goods). It only pays for online services, eliminating emissions from upstream transport.



FSG provides online services, which avoids emissions from some of the Scope 3 categories such as transport and distribution, waste in operations, and end-of-life treatment of products.

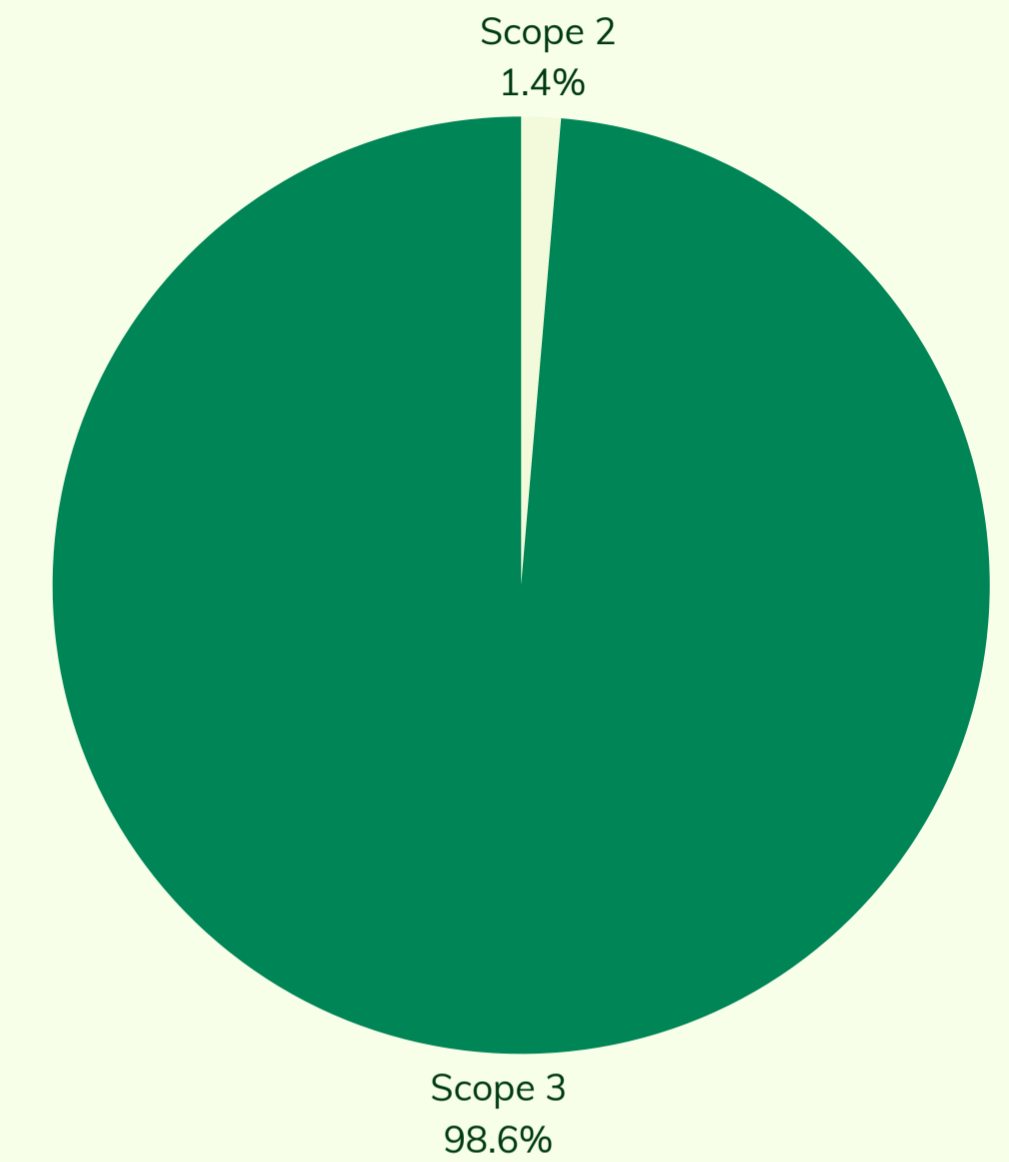


Employees work full-time and part-time remotely, reducing emissions from commuting to work.

We always choose the most sustainable way of travelling and we always prioritise participating in online meetings and conferences to lower our carbon footprint. However, we're aware that our main source of emissions comes from business travel; due to the international nature of the business, sometimes there's no alternative to taking long-distance flights.

Type of emissions	Emission sources	Carbon emissions (tCO2e)	Percentage of total emissions
Scope 1 direct emissions from our activities	FSG doesn't generate direct emissions from its business activities		
Scope 2 indirect emissions from our electricity use	Electricity used for company equipment and company vehicles.	0.209 tCO2e	1.36 %
Scope 3 indirect emissions from our activities and supply chain	Business Travel	14.64 tCO2e	96.73 %
	Employee commuting	0.092 tCO2e	0.61 %
	Use of Sold Products	0.054 tCO2e	0.35%
	Capital Goods	0.348 tCO2e	2.30%
<b>Total Scope 3 emissions</b>		<b>15.141 tCO2e</b>	<b>98.64%</b>

Percentage of GHG emissions in 2023



Total emissions: 15.35 tCO2e





## 2022 Comparison

Our emissions in 2022 were 6,698 tCO<sub>2</sub>e, this means that in 2023 FSG has doubled its emissions. This is due to two factors:

- We had emissions from capital goods, because we upgraded our teams' equipment.
- We had more emissions from business travel, as we've increased our international business travel.

Business travel remains the largest Scope 3 category for FSG emissions. In the second half of 2023, we started our expansion to international markets with 3 main targets: Kuwait, UAE & Uzbekistan.

FSG founder and directors travelled to each of these countries to establish partnerships that will allow us to bring our educational programmes to their schools and colleges.

We are committed to travel less and encourage our partners to organise online meetings as much as possible, and we are analysing each proposed international trip, to ensure that there is purpose and value for the company before agreeing to them. However, these 3 international markets remain our focus for 2024 and we estimate that our business travel emissions will only reduce by 5%.

## Methodology

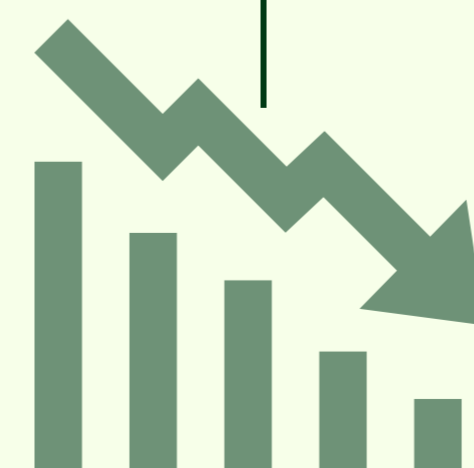
We apply best practice methodology by using the international [Greenhouse Gas Protocol](#). Our raw data originates from:

- **Scope 2:** Electricity for equipment - Calculation of emissions with secondary data: KWh laptops and estimation of employees' working hours. Electricity for the company electric car. Calculation of emissions with primary data: Electricity bills.
- **Scope 3:** Electricity and fuel for business travel - Calculation of emissions with secondary data: invoices from transport, mode of transport, and distances travelled.

Electricity and fuel for employee commuting – Calculation of emissions with secondary data: mode of transport, distances commuted, and days per week going to the hub.

Electricity for the use of sold products – Calculation of emissions with secondary data: estimation of average hours on a laptop needed to complete online FSG courses, and students records of course progress.

Carbon factors: All conversion factors were taken from [BEIS/Defra UK Greenhouse Gas Conversion Factors \(2023\)](#).



## Our GHG 2023 Action Plan

- At FSG we recognise the importance of addressing climate change and we are committed to reducing our carbon footprint and energy consumption.
- As a small company with a perspective to grow in the near future, we acknowledge there's a risk of an increase in our emissions. That's why we commit to measure and monitor our emissions monthly to be able to identify any potential risk, and to release an annual report to show our progress.
- We will continue researching and implementing initiatives to mitigate our environmental impact. In 2024, we will share a digital footprint tip sheet with all our students to reduce emissions while they are completing our online programmes.
- At FSG, we discourage carbon offsetting without clear reduction goals. Although our current carbon footprint is relatively low, we will wait to commit to Net Zero until we identify realistic goals that can be achievable.



# Biodiversity

Our head office is in Rannagh, Liscannor, at the home of Raquel Noboa, founder and CEO of Fifty Shades Greener.

To enhance biodiversity at a local level, Raquel took the decision to let her **1-acre garden grow wild**. Since then, **the level of insects and species in the garden has noticeably increased**. In addition, Raquel keeps hens and occasionally horses that fertilise the soil, while also only using **eco-cleaning products** to ensure there is **no chemical soil and water pollution**.

For our contribution to the care of the planet in 2023, we allocated 1.6% of the company profit to support the environment. Our chosen charity was Seals Rescue Ireland, we donated money to purchase a pool at their recovery centre and we volunteered our time to care for baby seals as well as beach clean ups.



Taking care of the environment wherever we can, demonstrates our commitment to Sustainable Development Goals, 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land). This hands-on effort had a dual impact, not only contributing to the preservation of coastal ecosystems and marine life but also raising awareness among our team.

In 2024 we have allocated 2 hours per month per team member to volunteer to their local environmental and community projects, and we have allocated a budget of 3% of our profit to support the planet.

We recognise the significance of educating our students on biodiversity conservation. Our “Building a Greener Future” school programme, delivered to approximately 3,000 students across Ireland in 2023, plays a pivotal role in emphasising the value of biodiversity within the younger generation. In 2024 we aim to emphasize the importance of biodiversity in other programmes we deliver including our ESG and Net Zero programmes. These programmes will be delivered to a wider audience within the private sector.

Finally, at FSG, we place great emphasis on knowledge sharing and continuous learning among our staff as pivotal factors for our company’s ongoing growth. Every year we run the FSG Keep Learning sessions, where a member of our team researches something new and presents to the rest of us. In 2023, we learnt how to make our own cleaning products without the use of chemicals. We shared this learning amongst us but also, we released it as a blog to entice our network to do the same. Reducing chemical usage is a very simple but useful way to reduce our negative impact on biodiversity.

## Biodiversity 2024 Action Plan

- As we look ahead to 2024, our commitment extends to fostering a more profound understanding of biodiversity-friendly practices that each of us can integrate into our own personal lives to support local biodiversity. Our objective is to collaboratively strategise ways we can all contribute to the preservation of our local biodiversity, with the intent of integrating these practices into our business model in 2024 and beyond.
- 140 hours of direct Biodiversity Action within our local communities
- Donate 3% of the company’s profit to Local Biodiversity Project(s)
- Further develop new programmes to include actionable solutions on how to conserve biodiversity, enhance soil and water health, decrease air pollution, and adopt circular economy principles





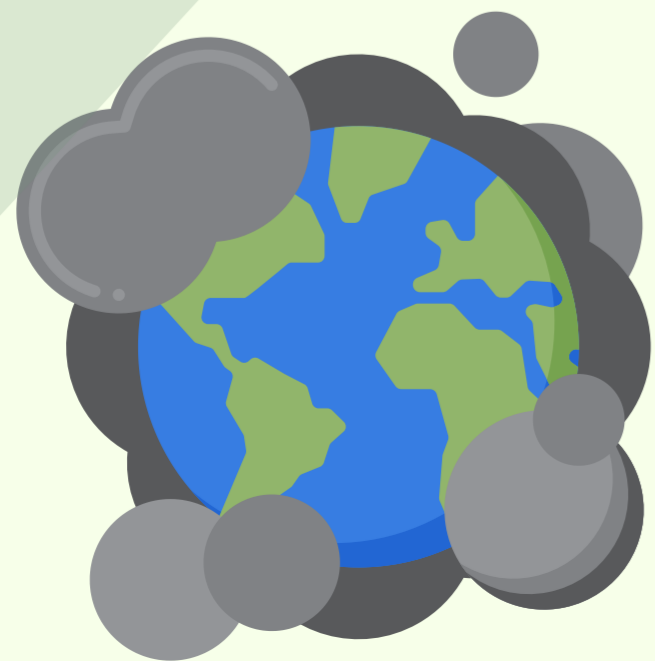
## Air Soil & Water Pollution

Our commitment to reducing air pollution is reflected in our company-owned vehicle. **All vehicles that are owned/will be owned in the future by the company are/will be fully electric models, this is a significant step in reducing the air pollution connected with the company.** Fifty Shades Greener is a completely remote company that offers all staff the flexibility to work from home, **reducing further air pollution that may be produced if staff were commuting to an office on a consistent basis.** We acknowledge in some scenarios staff do use personal non-electric vehicles to attend co-working hubs and external events which does contribute to air pollution.

In 2023 we reduced the impact we have on air pollution further by asking employees to car share to events to reduce the level of air pollution from the vehicles that are not fully electric.

We also joined the Bike to Work scheme, 2 team members have purchased bikes for sustainable travel.

To ensure our team members are protected from indoor air pollution, we purchased air quality monitors for everyone and we actively monitor air quality (e.g. humidity, pollution levels) in their workspaces. Actions are shared with team members to reduce the risk of indoor pollution.



### Pollution Action Plan 2024

- Promote employee car sharing when attending events, to reduce air pollution.
- Continue to use and promote eco-friendly cleaning supplies among all employees, to reduce water pollution.



## Circular Economy

**As a company, we are committed to implementing circular economy practices within our business.** As we are a fully remote online educational company our 2023 supplier list is small with only two suppliers that supply the company with stationary equipment.

Our goal throughout 2024 is, when possible, before buying any items for the company to actively engage in discussions on how this product is made and when the product fulfils its use within the business is there a possibility of adopting the circular economies 9R framework, and whenever possible to adopt these principles to all physical assets the company owns.

Additionally, as we are an environmental education company our goal is always to spread awareness and instil change within the students that complete our programmes. Throughout 2024 our aim is to continue to develop the circular economy principles within all of our courses.

### Circular Economy Action Plan 2024

- Ensure circular economy principles are discussed before investing in any new products and justifications are made if this framework can't be considered.
- Conduct a nature and ecosystems risk assessment of all purchased products.
- Develop a programme of study around CE principles and nature-based solutions.



**In the above Environmental sections, we covered the following SDGs:**







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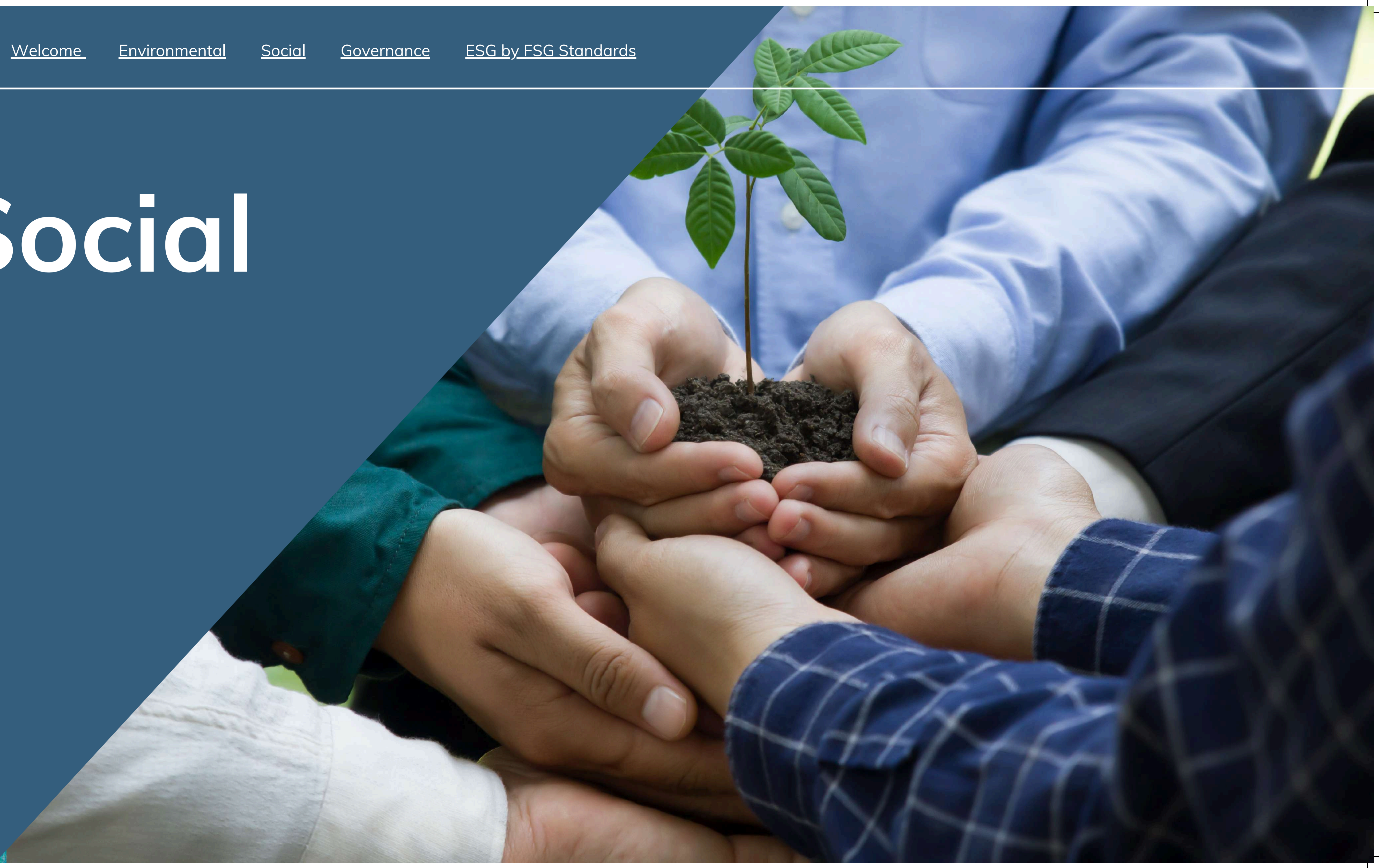
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# Social





# Internal Social Sustainability

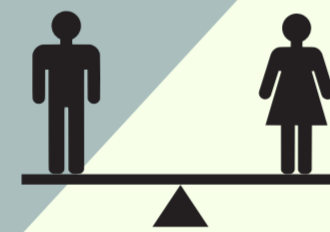
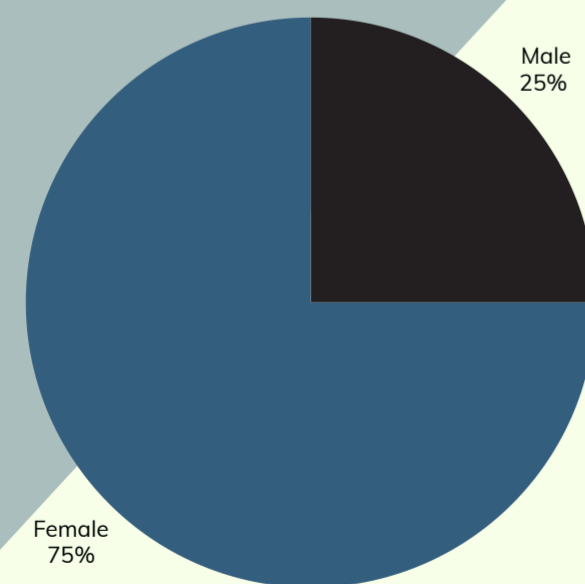
## Diversity, Equity, & Inclusion

FSG believes that everyone should have equal opportunities and be treated with fairness and respect. Our main commitment is to create a workplace where all opinions are heard, and where everyone feels a sense of belonging. We also promote diversity as it empowers us to innovate and solve complex challenges more effectively, creating a culture of inclusion and respect. In 2023, no discrimination incidents were reported.

### Gender Diversity:

In 2023, 75% of our employees were identified as female, 25% as male, and none identified as non-binary or prefer not to say.

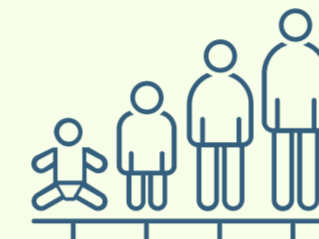
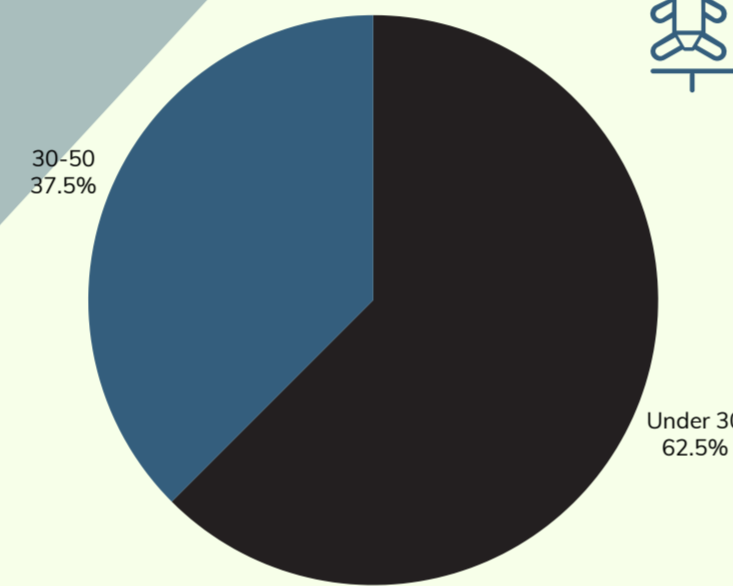
Percentage of Total Employees in relation to gender



### Age Diversity:

In 2023, our workforce was split: 62.5% under 30 years old, 37.5% between 30-50 years old, and none over 50.

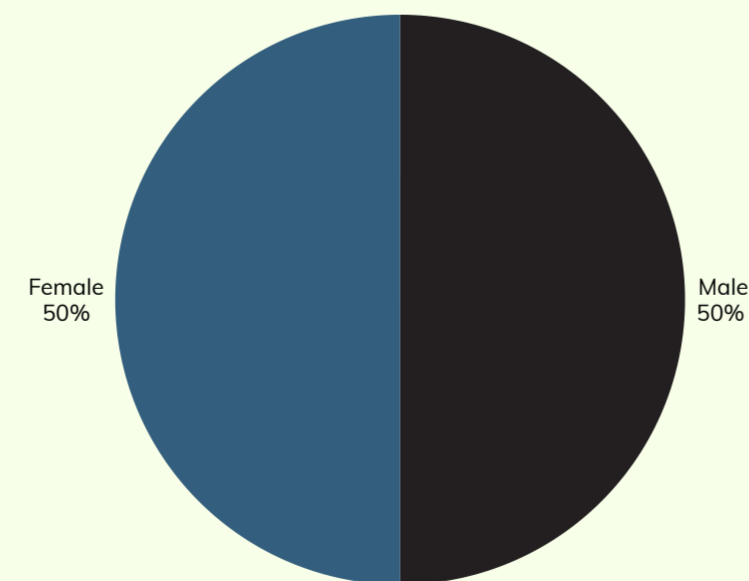
Percentage of Employees in relation to age



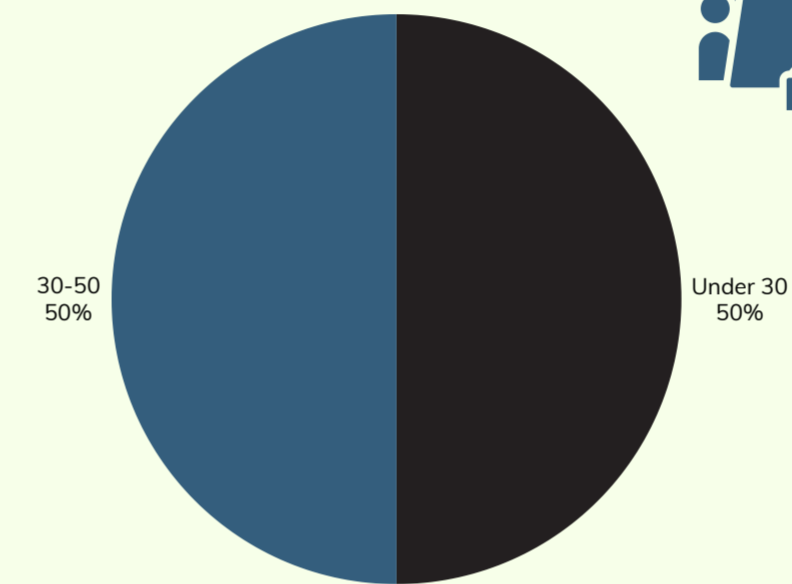
### Board Composition:

Our board was balanced, with 50% male and 50% female members. In terms of age, 50% between 30-50 years old, and 50% over 50 years old.

Percentage of Board Members in relation to Gender



Percentage of Board Members in relation to Age

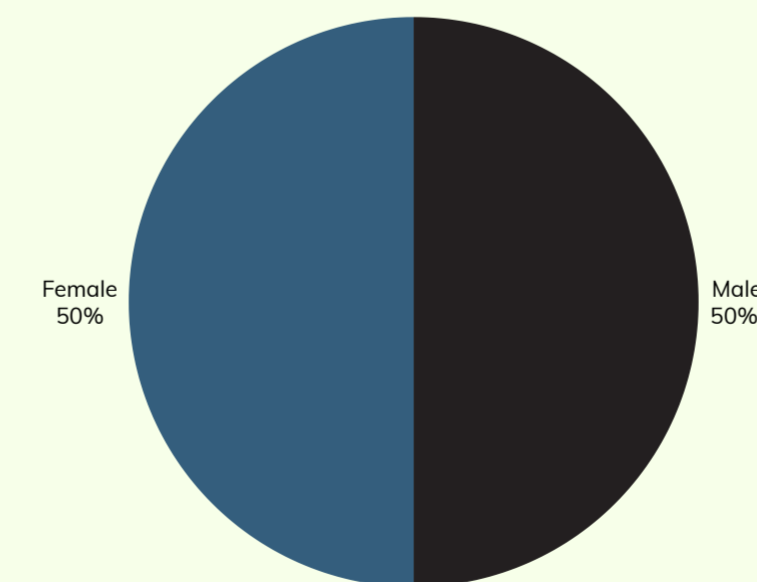


We are delighted to report that there are no gender pay gaps within our organisation, as we provide each staff member with the same annual salary, with two management positions of slightly higher pay due to their extra responsibility.

### Employee Turnover:

In 2023, 50% of employees who left the company were female, and 50% were male.

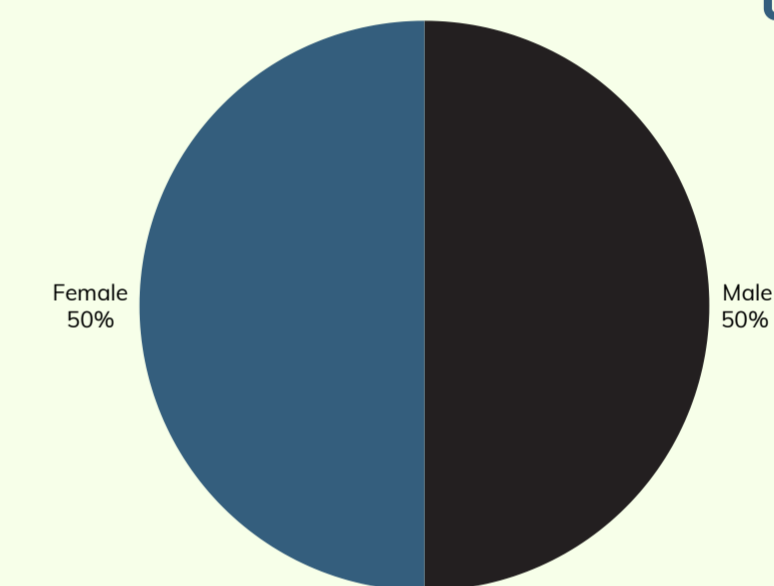
Percentage of Employee Turnover



### New Hires:

In relation to new hires in 2023, 50% were female, and 50% male.

Percentage of New Hires



### Parent's Leave:

In 2023, 1 employee was on maternity leave and when the time finished, she took 2 weeks of parent's leave. On her return to work in November she received a promotion to a management position.





## Wellbeing

In 2023, 3% of the company's profit was spent on employee wellbeing. Committing to our well-being action plan we developed the previous year, the following actions were taken in 2023:

-We conducted four HR check-in sessions with our staff members, providing a platform for them to openly discuss their thoughts and feelings about their current roles and experiences. These check-ins served as valuable opportunities for staff to express their concerns and feedback.

-We also issued one anonymous team survey centred around mental health and wellbeing in the workplace.

-We provided a 3-hour mental health workshop for all team members.

-We established the "coffee chats", team members during working time get to meet in an open space online for 30 minutes per week chatting to their colleagues. The only rule of these coffee chats is that talking about work is not permitted!

-We also established an online co-working space every Tuesday morning from 10am – 12pm where the team can join and work alongside each other if they choose.

-Two team-building events took place over the year.

In 2023, we maintained our commitment to a 4-day work week and offered all employees the flexibility to adjust their working hours to better suit their individual needs. This approach has been instrumental in promoting work-life balance and job satisfaction.



## 2024 Wellbeing Plan

- Increase the frequency of HR check-ins throughout the year. We will also enhance the structure of these meetings by introducing a pre-check-in document, which will prompt staff to share insights on workload, stress levels, and personal preferences.
- We will also introduce a wellbeing programme of meditation and yoga.
- FSG also committed to providing up to 300 euros annually to each member of the team to contribute towards therapy sessions with a therapist of the team member's choice.
- We're also committed to creating anonymous surveys in order to measure and record employee satisfaction and wellbeing annually – these will be bi-annual.
- Our aim is to encourage participation in the online co-working space, promoting team cohesion and preventing the sense of isolation often experienced while working from home
- Our last important action of 2024 is the development of a comprehensive employee handbook, with the addition of important policies like maternity and parental leave, sick pay, L&D and more.

All the above strategies are expected to help reducing employee turnover and improving talent retention.







## Training & Career Development

2023 was the year when we heavily invested in the development of our team (6.5% of profit), and our efforts were recognised at the Princess Royal training awards.

Our new induction training process includes:

- Completion of Green Skills for Life programme at the very start of employment – 1 day course
- Any team member that is involved in our education department will also complete a QQI Level 6 Train the trainer qualification in the first quarter of their employment.

In 2023, we conducted 4 “Keep Learning” sessions, fostering a collaborative learning environment among our staff and encouraging them to acquire expertise in various environmental subjects.

Furthermore, we allocated 4 hours each week for upskilling, allowing our team members to engage in ongoing learning and exploration.

A total of 375 hours were allocated to upskilling activities in 2023.



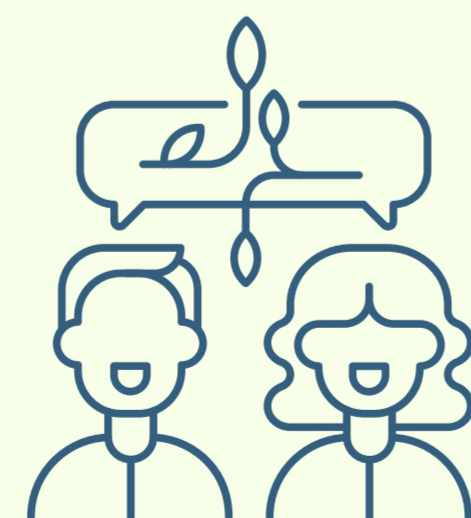
Looking ahead to 2024, we aspire to continue to offer L&D opportunities, we have developed an L&D policy and allocated:

- A budget to purchase courses/programmes for each employees
- Allocation of 6 days per year per employee to upskill during working hours.



Over the next 3 years, we plan to establish a comprehensive mentorship/coaching programme accessible to all employees in leadership positions.

We aim to tailor the mentorship programme based on the insights gathered through this survey, ensuring that it aligns closely with our team's unique needs and aspirations.



## Health & Safety

Our commitment to the well-being of our employees extends to creating a secure and comfortable work environment. In 2023, we provided office chairs, posture training videos, large monitors, mouse & keyboard, new laptops and air quality monitors.

We have had no incidents or accidents regarding the health and safety of our employees.



## Internal Social Sustainability 2024 Action Plan

- Expand upskilling and training opportunities for all employees.
- Engage in bi-annual employee surveys.
- Increase the frequency of HR check-ins for all staff members.
- Create and distribute the employee handbook.
- Conduct anonymous surveys to gather feedback from employees on their experiences with diversity, equality and to measure and record employee satisfaction & wellbeing.
- We will issue each team member with an H&S workstation assessment

Continue monitoring indoor pollution for health risk prevention.

All the above strategies are expected to help reduce employee turnover and improve talent retention.



# External Social Sustainability

At Fifty Shades Greener we believe that our marketplace should involve our suppliers, our customers and our community. We aim to continuously measure & improve health and safety, satisfaction and our overall organizational impact for each of those stakeholders.



## Suppliers

### Our Supplier Ethos

At Fifty Shades Greener we always strive to choose the most sustainable suppliers, considering factors such as whether they are local, what materials they use, where they source their materials from, and all transport related to the products we buy. In 2023, we are happy to share that 41% of our suppliers are local, 75% are Irish owned and 41% are small enterprises which we choose to support.

Our goal for 2024 is to keep prioritising locally for new suppliers if they meet our quality and pricing requirements. FSG has a strong position on human rights, and any risk identified such as child and forced labour or violation of indigenous peoples' rights, will be assessed immediately.



Future actions also include engaging with suppliers to communicate our packaging standards: packaging with reduced waste (to lower transportation emissions and waste disposal), packaging from sustainable sources (such as biodegradable or FSC certified), and refusal of non-recyclable plastic packaging.



## Customers

### Customer Privacy

We are aware of how much sensitive information is shared through the online marketplace and our responsibility when it comes to the data which our students, clients, and business partners share with us. All of our customer data has been analysed to determine whether it is necessary or unnecessary to obtain and/or store. We have two step verifications, passwords, and security software to protect all and any of our customer information



### Analysing our Marketplace

We conduct surveys annually to review our customers' experience in order to further develop our products with the help of this information.

In 2023, our facilitators applied what they learnt in their Train the Trainer programme to our own courses with the introduction of:

- Programme learner manuals outlining our policies, recommendation and codes of conduct.
- Onboarding calls for learners in our ESG programme.
- Survey feedback at the end of every programme.

## Customer Health & Safety

One health risk which we have flagged as very unlikely but possible is the risk that customers may experience eco anxiety whilst participating in our programmes, faced with the facts of the state of our planet and the potential devastating future occurrences we could be facing depending on our actions. In order to mitigate this risk, we provide solutions and actions our customers can bring into their lives in order to feel empowered and improve their mental health by reducing their feeling of overwhelm or anxiety.

In 2024 we are also providing students of our e-learning programmes with health and safety tips around posture and ergonomics before they begin our programme.

### Marketplace Incidents

We have had no incidents of non-compliance concerning the health and safety of our products and services. We have had no incidents of non-compliance concerning the marketing and labelling of our products and services. We have had no negative impact on our local community to date. We have not violated the rights of indigenous people defined by the UN.





# External Social Sustainability

## Community

### Assisting Local Homework Club

Employees contributed over 13.5 hours to offer support and assistance to primary school children in a local afterschool homework club, this facility supports both Travellers and the Syrian Community. Fifty Shades Greener also organised and sponsored seasonal activities for these children such as pumpkin carving, Christmas tree decoration making, and surfing.

These efforts benefitted the community by offering support and guidance to children who might not otherwise receive such support. This resource has helped children to integrate into their local community, engage with their education and will hopefully lead to empowering them as adults to become active citizens in society.

This project also supported team mental health as a result of giving back, engaging with, and supporting children.

This project supports SDG 4, Quality Education and SDG 10, Reduced Inequalities.



## Donations

FSG financially sponsored a business networking event in Portugal, coinciding with St Patrick's day, as well as having 3 team members representing FSG at the event, to enhance our collaboration with other countries.

We also donated to Share Joy, a chosen charity of sustainable fashion as well as a \$5,000 donation to UPS, a charity that raises money to offer free education to vulnerable people.

This projects supports SDG 4, Quality Education and SDG 8, Decent work and economic growth and SDG 12, Responsible consumption and production.



Through our social sustainability efforts we have covered the following SDGs



## External Social Sustainability 2024 Action Plan

Improving our marketplace

- All Passwords will be changing at a minimum of twice per year.
- Quarterly checks will be taken to ensure that no data is stored from clients who are no longer customers of our programmes/ services.
- Live sessions will be provided for our green managers.
- The FSG alumni will be established, as an online community for current and past learners to meet and share knowledge.
- A tiered system of awarding and acknowledging our students for their efforts and sustainable progress will be continued as well as applied to other programmes where appropriate.
- In 2024 we will find new local community projects to support and pledge to allocate a minimum of 70 hours of voluntary time to local community projects and contribute 3% of our company profit to external social sustainability.
- Throughout our programmes, we will continue to highlight the importance of Social Sustainability in the Wider community, through many different educational programmes we provide. We have particularly focused on the importance of Social Sustainability in our ESG Leader programme to date, and where possible we will include it in further programmes in 2024.





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# Governance





At Fifty Shades Greener we provide equal opportunities and are committed to the principle of equality regardless of gender, civil status, family status, sexual orientation, religion, age, disability, race or membership of any community. We apply this ethos to all stakeholders, employees, directors, suppliers and customers.

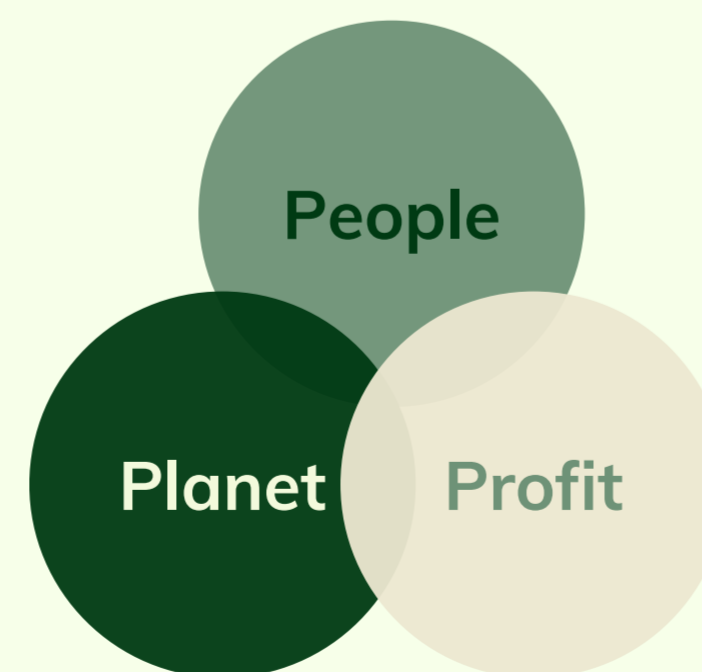
We will not condone any discriminatory or unlawful act or attitude in the conduct of our business with the public, our supplies or our employees.

We are committed to fairness and transparency in all business activities, including transparent tax reporting, wealth distribution and governance.



### Our Core Values

- We are a business that is part of the community we live in. We want to have a positive impact on the Planet and People.
- We are committed to consistently providing students, partners and funding partners with outstanding levels of quality service and respect. Kindness is our number one rule when dealing with any person who comes into contact with us while at work.
- We value people and are committed to their development. We value teamwork and no hierarchy; everyone is equal and should be treated as such.
- We are honest and trustworthy and show that we respect others.
- We are enthusiastic and passionate about being the best. We aim to exceed the expectations of our students, funding partners and all company stakeholders.
- We want to strive to achieve a work/life balance, where possible, employees will be hired to work on a 4-day week basis.
- We are disruptive, independent, ethical, credible and fun.



### Wealth Distribution

Fifty Shades Greener was founded by Raquel Noboa in 2017 and incorporated as a limited company in 2018.

Initially as a one-woman show, Raquel's strategy was always to build a resilient business by managing expenditure tightly, including her own remuneration.

Raquel as CEO hired the first FSG employee in 2020, offering the exact same wage remuneration as she had assigned herself.

In 2023, the company started as a team of 7, and everyone's salary was the same, as the company's belief is that every team member is as important as each other.

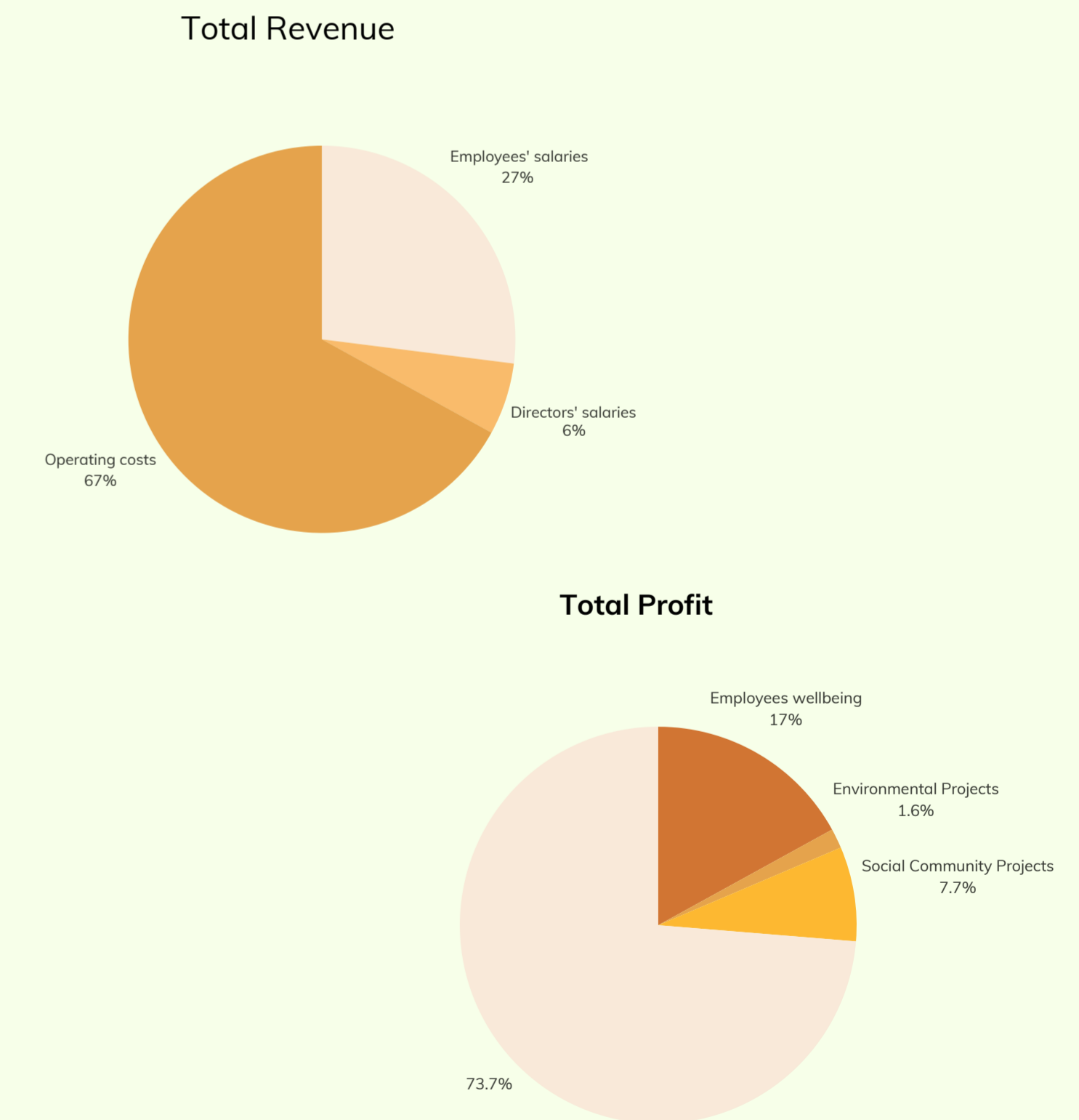
At the end of 2023, a team member was promoted to Operations manager and received a pay upgrade for the extra responsibility of her role.

All employees have formal contracts of employment and are paid above the national living wage.

### Wealth Distribution

In 2023, the company wealth was distributed in the following way:

- 27% of total revenue to employees' salaries
- 6% of total revenue on Directors' salaries
- 17% of total profit on internal social sustainability
- 1.6% of total profit on environmental projects
- 7.7% of total profit on social community projects





## Tax Governance

- FSG or its Directors are not Tax experts and so our policy is to subcontract all of our accounts, tax, VAT, PRSI, etc to an external accountant that ensures our compliance with all Irish tax law.
- Every year, we file our accounts to the Revenue Commissioners in January, for the previous year, and pay our due tax before the end of January even though payment is not required until October.
- We believe in paying our dues to society as soon as possible, to be transparent and compliant with all Irish tax policies and laws.
- Doyle Brennan & Co Accountants, our contracted accountants, manage all risks for tax compliance. Doyle Brennan is a small SME that is local to FSG's head office. We believe in supporting our local community and investing our profit in the people who live around us.
- Our goal for 2024 is to continue the above commitments and ensure transparency and accountability for the payments we owe to our country's social services.



## Company Policies

- Our Employee Handbook includes all company policies and procedures. The handbook is reviewed and updated at least annually.
- All team members receive the employee handbook when they start working with FSG and they are asked to read it in detail. They are given time to do so and asked to comment back to the CEO if they have any questions. Questions are then answered and kept in a log file under our executive HR folder to ensure transparency.
- We conduct HR check-ins to give all team members an opportunity to speak confidentially about any company matters. These check-ins include personal development and job satisfaction questions as well as bullying or harassment detected. All check-ins are recorded in writing and kept on the Executive HR folder.
- While working on this 2023 ESG report we have identified that we are missing some policies:
  - Health & Safety Policy – Customers
  - Product Policy
  - Retirement Policy
  - Board of Directors Policy
  - Code of Ethics for Suppliers (incl Animal Welfare)

## Ethical Governance and Board Members

- Patrick Flanagan and Raquel Noboa are shareholders and Directors of the company.
- To date, we have not nominated any board members apart from the 2 current Directors and shareholders.
- The CEO is overall responsible for the operations of the company.
- The CEO approves any remunerations by the Company Directors. Our policy is that everyone's work is as important as each other and no dividends have been taken by the Directors to date.
- To date, the company has not been involved in any type of incidents or corruption matters.



Through our Governance Approaches we have covered the following SDGs:





# ESG by FSG Standards

## Material topics

This report is aligned with the 50 [ESG by FSG standards](#). We've conducted a materiality assessment to identify which standards are our priorities, according to how relevant they are to the business and stakeholders. This helps FSG to manage ESG risks, uncover opportunities, and act on the most relevant sustainability issues. The material topics were determined after a process of classification by importance according to the impact they have on the business, and the impact the organisation has on them (double materiality assessment).

The highest material topics are:

- Energy and GHG Emissions
- Economic Performance
- Customer Data Protection
- Employee wellbeing
- Customer service
- Quality of Education
- Innovation

The materiality assessment will be annually reviewed.





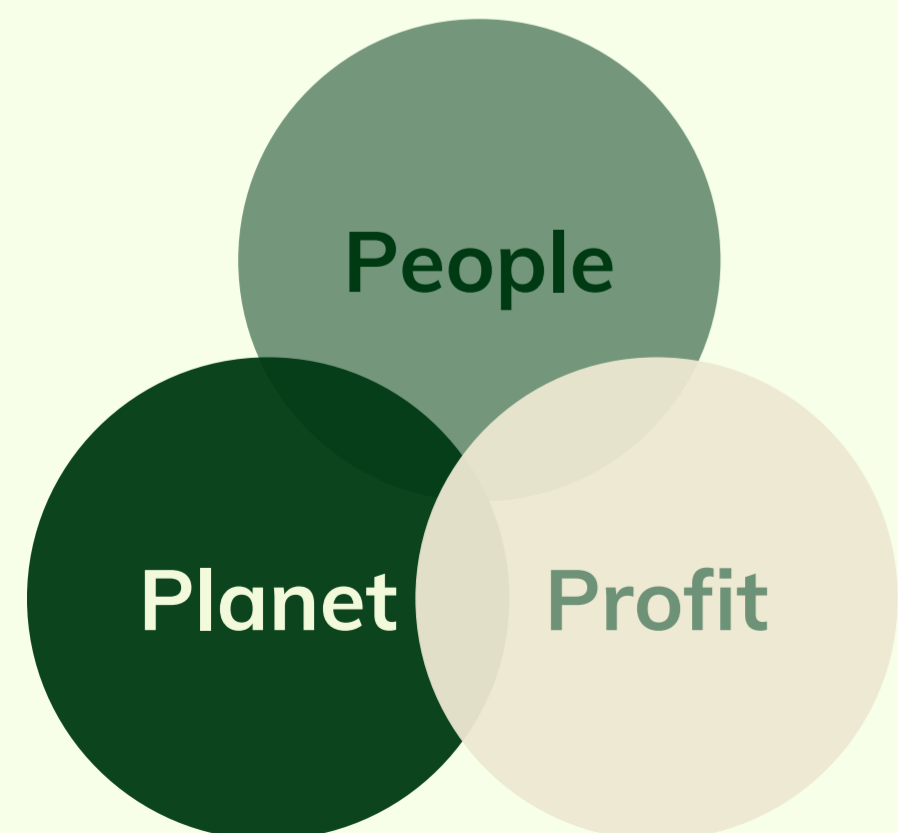


## Thank you for taking the time to read our 2023 ESG Report!

At Fifty Shades Greener we are an organisation that focuses on all aspects of sustainability.

We are aware that we are not perfect but we are committed to improving all of our ESG metrics every year because we practice what we preach.

We are always open to suggestions of initiatives to support, so feel free to get in touch if you have suggestions or feedback!



## Report Coordinators



Raquel Noboa  
Founder & CEO



Patrick Flanagan  
Director



Marta Carrasco  
IQA