



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.

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

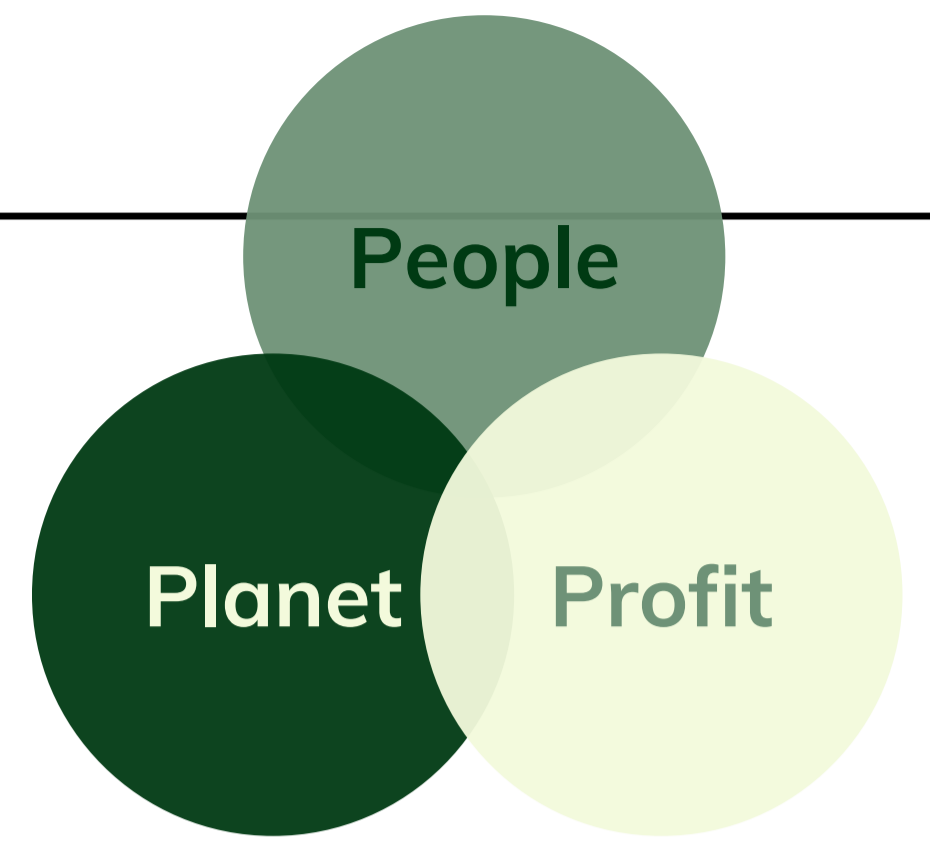
As everything we do in FSG, this report has been compiled as a team effort, with every member of the team contributing to different areas.

This report highlights the main actions taken and the results achieved by the company between January 01 and December 31, 2022.

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 to all the United Nations Sustainable Development Goals (SDGs).

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



ESG Communication & Approach

FSG is committed to report on the ESG by FSG standards on 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 considering environmental, social and governance factors. 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.



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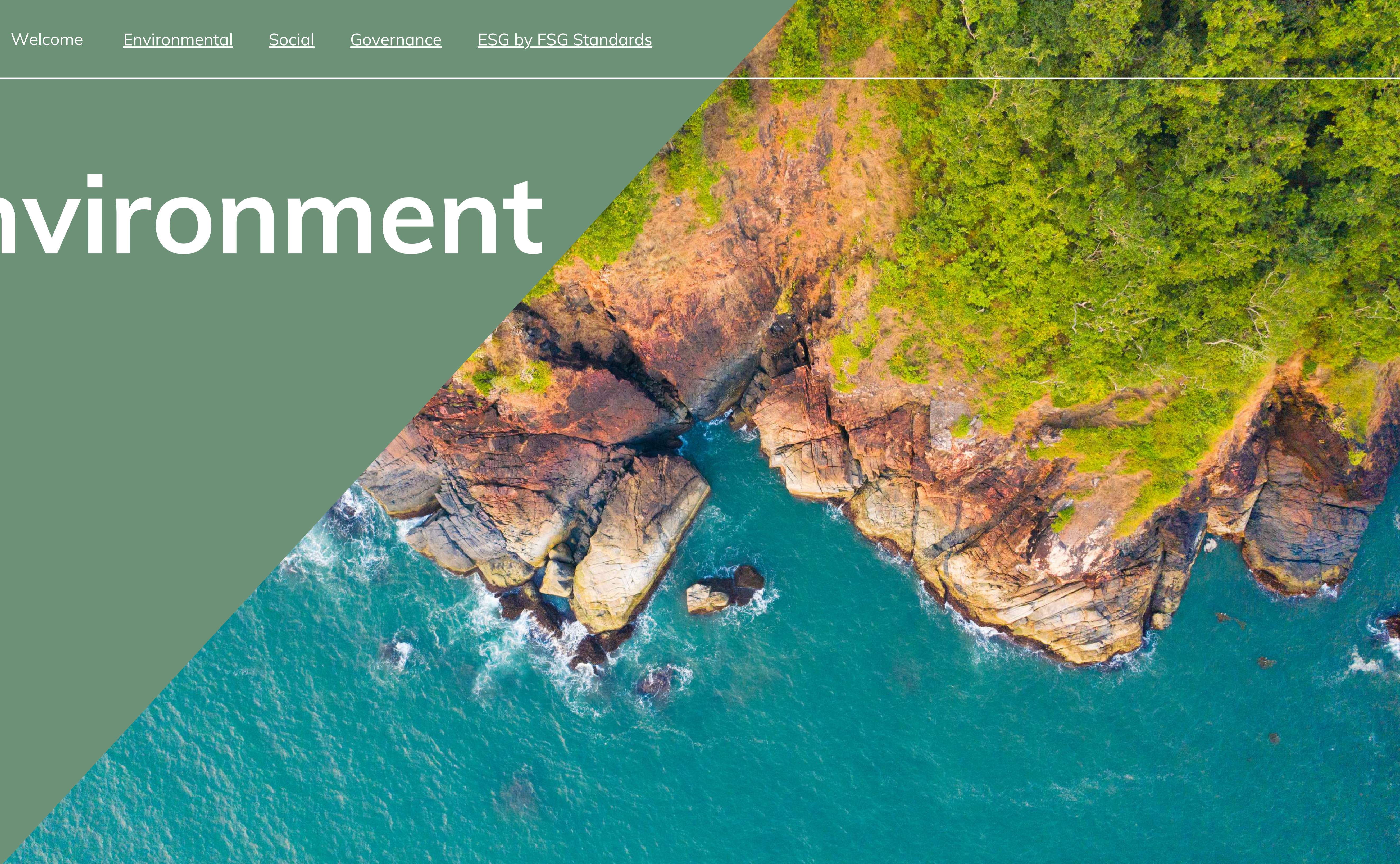
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Environment



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.

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.



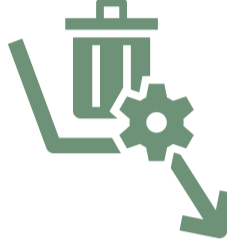
FSG owns a company car that is fully electric, and, whenever possible, it's powered with green energy.



FSG prioritises local purchases, reducing emissions from upstream transport.

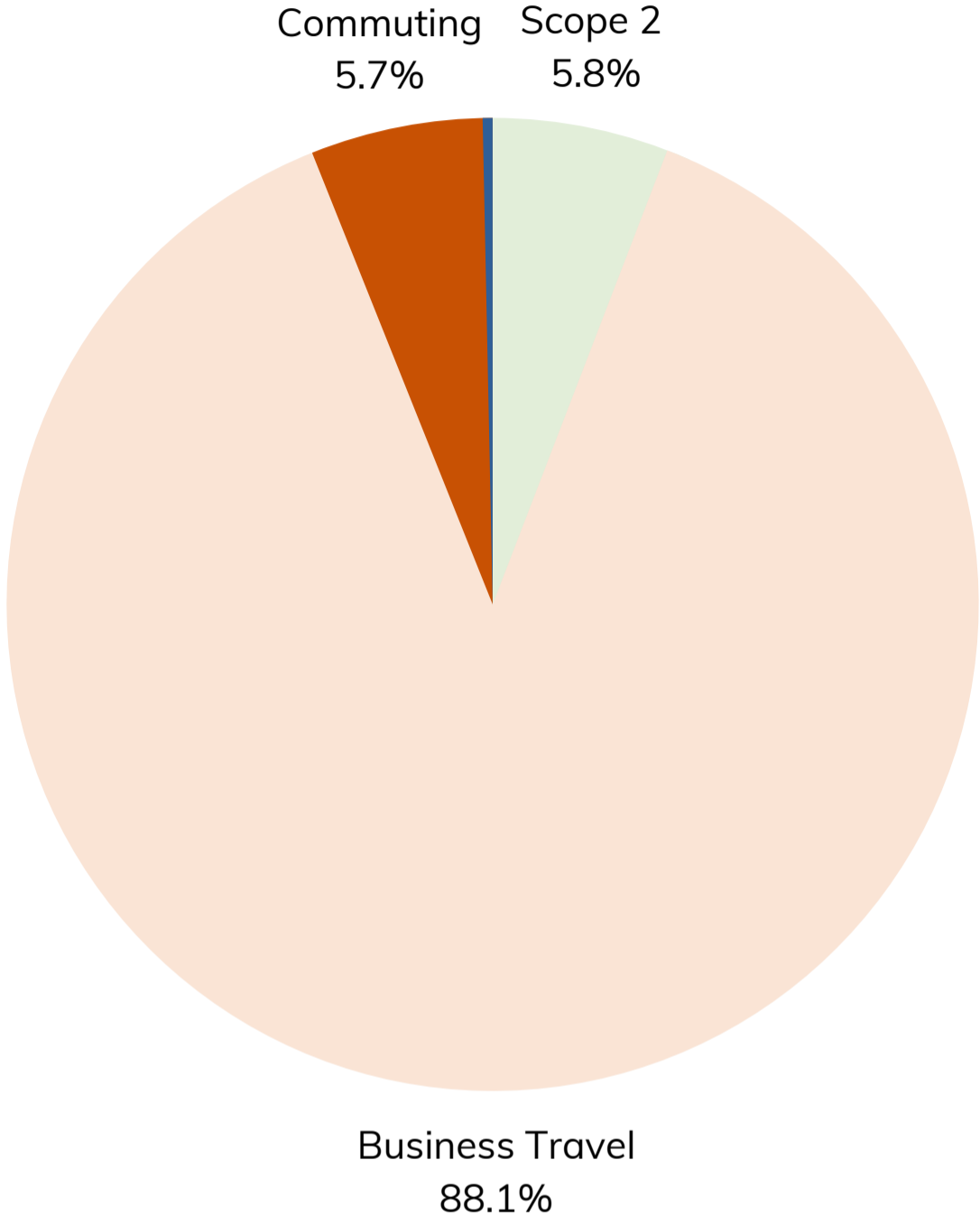


FSG provides online services, which avoids emissions from some of the Scope 3 categories such as transport and distribution, waste in operations, and end-of-life treatment of products.



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.

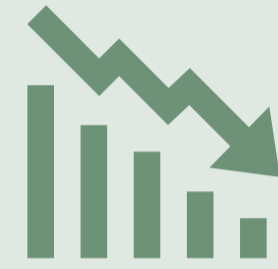


Type of emissions	Emission sources	Carbon emissions (tCO2e)	Percentage of total emissions
Scope 1 direct emissions from our activities	FSG doesn't generate direct emissions from its business activities		
Scope 2 indirect emissions from our electricity use	Electricity used for company equipment and company vehicles.	0.380 tCO2e	5.681 %
Scope 3 indirect emissions from our activities and supply chain	Business Travel transport paid for during business trips.	5.903 tCO2e	88.249 %
	Employee commuting to the hub	0.384 tCO2e	5.741 %
	Use of Sold Products Electricity needed to take our programmes.	0.022 tCO2e	0.329%
		Total Scope 3 emissions: 6.309 tCO2e	

Total emissions: 6.698 tCO2e

Reductions

Baseline data: This is the first year FSG is measuring its emissions, and therefore, emissions from 2022 will be used as baseline data in future reports.



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.
- **Scope 2:** Electricity for the company electric car. Calculation of emissions with primary data: Electricity bills.

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- **Scope 3:** Electricity and fuel for business travel - Calculation of emissions with secondary data: invoices from transport, mode of transport, and distances travelled.

- **Scope 3:** 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.

- **Scope 3:** 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 (2022)

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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 start-up 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.
- 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**.

In 2022, **we took proactive steps to safeguard biodiversity through a beach clean-up initiative**, demonstrating 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 members about the vital importance of protecting and restoring biodiversity.

We are pleased to announce our donation of 500 euros to “Flossie and the Beach Cleaners” a registered marine environmental charity, in 2022. Our support aligns with our commitment to environmental sustainability and community engagement, and it directly contributes to our own company’s mission. Flossie and the Beach Cleaners is an inspiring charity dedicated to combatting plastic pollution in marine ecosystems and they achieve their mission through regular beach cleanups, educational workshops and community clean-up events.

In collaboration with Flossie and the Beach Cleaners, we hosted a live show in 2022 which featured Flossie herself and we discussed her climate activism with an aim to shed light on the cause throughout our own networks. [Click here](#) to view the live show in full.

In 2023 we aim to achieve up to 15 more hours of direct action to help preserve and protect biodiversity. We will do this by conducting community clean-ups, volunteering with local biodiversity initiatives & donating funds to a local biodiversity project.

Additionally, as an environmental educational company, we recognize the significance of educating our students on biodiversity conservation. **Our “Building a Greener Future” school programme, delivered to approximately 2,000 students across Ireland in 2022, plays a pivotal role in emphasizing the value of biodiversity within the younger generation.** In 2023 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. As we look ahead to 2023, 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 strategize 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.

Biodiversity 2023 Action Plan

- 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.
- We aim to reduce the impact we have on air pollution further by offering employees who are coming from the same area options to car share to events to reduce the level of air pollution from employee-owned vehicles that are not fully electric.



Air Soil & Water Pollution

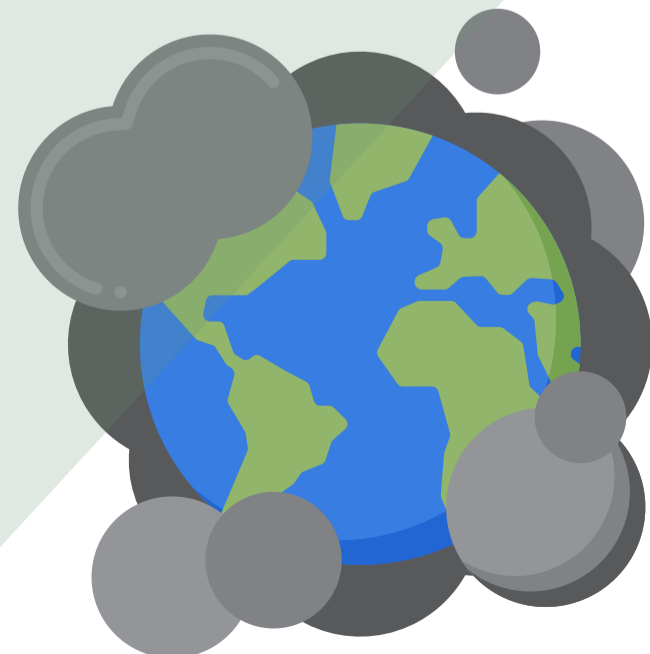
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In 2023 we aim to join the Bike to Work scheme so our team can purchase bikes for sustainable travel.

In 2023 we aim to carry out an assessment on all employee office spaces to ensure a healthy air quality.

With regards to soil and water pollution, in 2023 we aim to encourage all staff members to use eco-friendly cleaning products in their homes.



Pollution Action Plan 2023

- Offer employee car share to events.
- Conduct an employee office space assessment to ensure air quality is sufficient.
- Join the bike-to-work scheme.
- Encourage the use of eco-friendly cleaning supplies among all employees.



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 2022 supplier list is small with only two suppliers that supply the company with stationary equipment. Our goal throughout 2023 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 2023 our aim is to continue to develop the circular economy principles within all of our courses including the development of new courses such as ESG & Net Zero programmes.

Circular Economy Action Plan 2023

- 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 products.



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





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Social



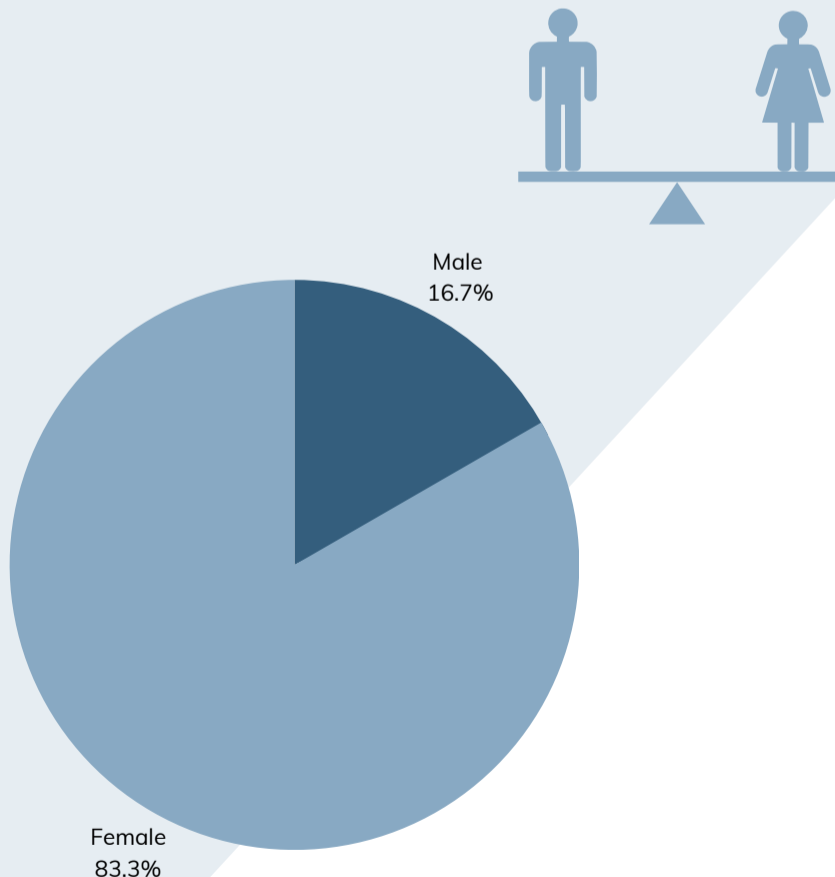
Internal Social Sustainability

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 2022, no discrimination incidents were reported.

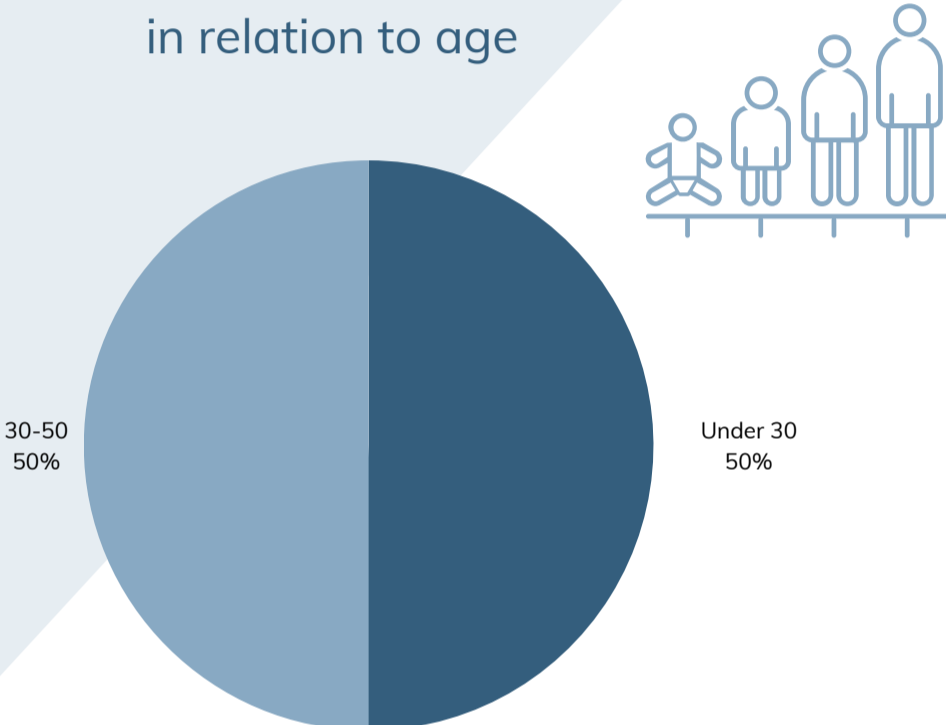
Gender Diversity:
In 2022, 83.3% of our employees were identified as female, 16.67% as male, and none identified as non-binary or prefer not to say.

Percentage of Total Employees in relation to gender



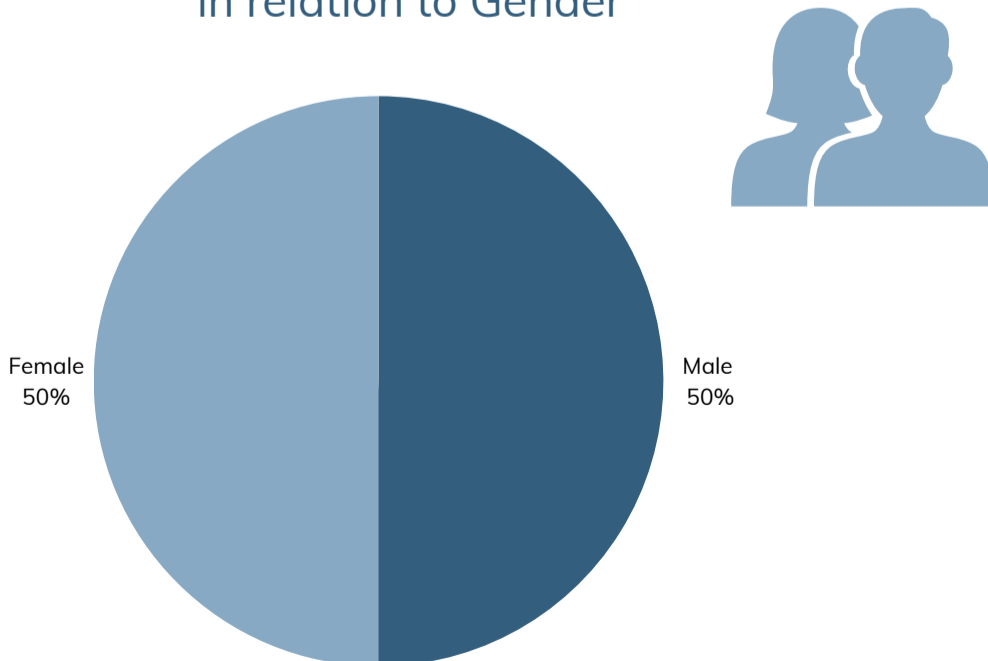
Age Diversity:
In 2022, our workforce was evenly split: 50% under 30 years old and 50% between 30-50 years old.

Percentage of Employees in relation to age

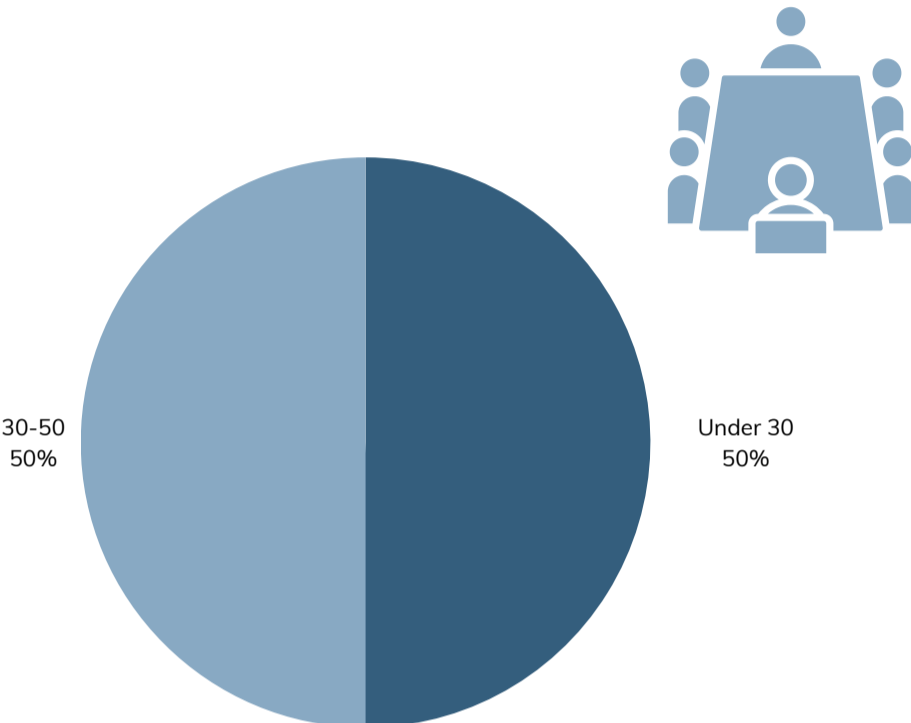


Board Composition:
Our board was balanced, with 50% male and 50% female members. In terms of age, 50% between 30-50 years old, and 50% over 50 years old.

Percentage of Board Members in relation to Gender



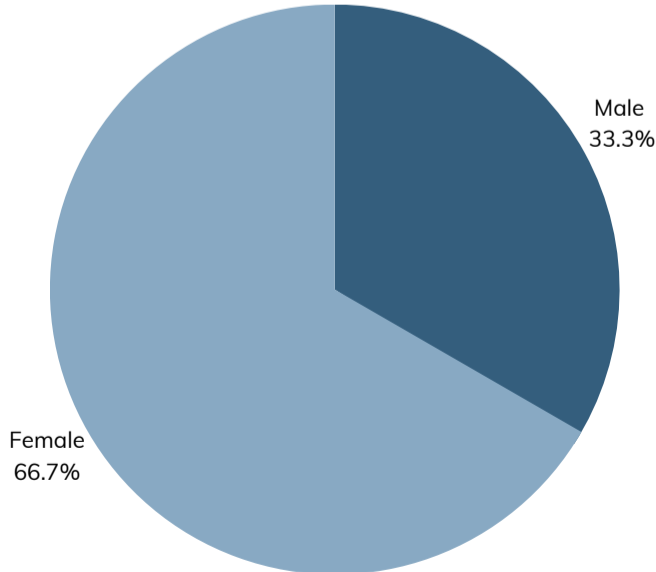
Percentage of Board Members in relation to Age



We are delighted to report that there were no gender pay gaps within our organisation, as we provide each staff member from board members to employees the same annual salary, with a 6% annual increase.

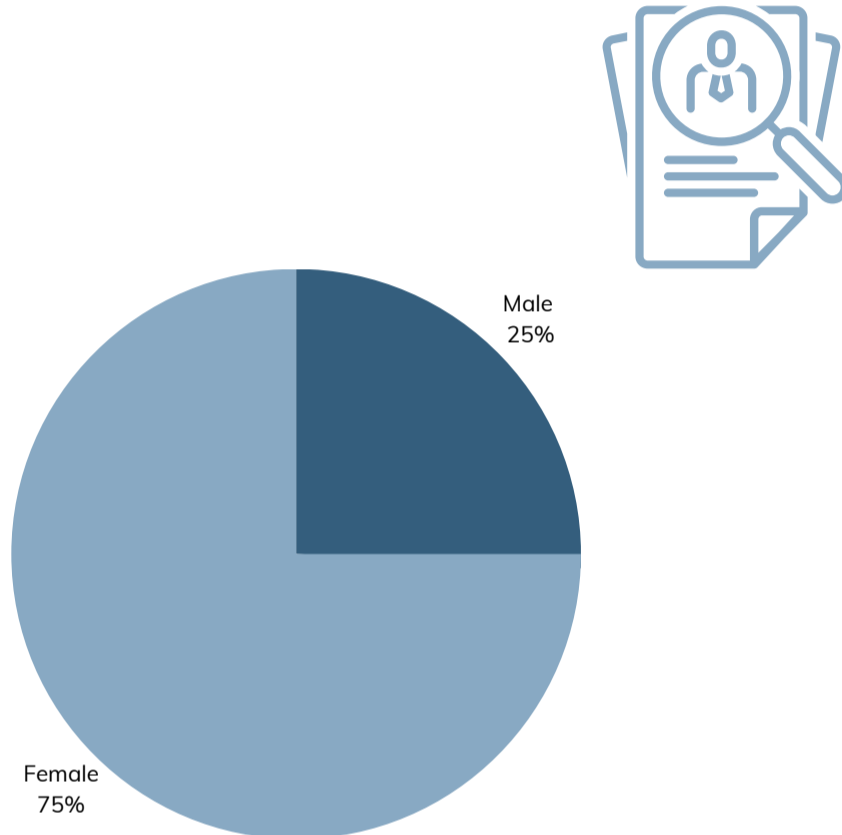
Employee Turnover:
In 2022, 66% of employees who left the company were female, while 33% were male.

Percentage of Employee Turnover



New Hires:
In relation to new hires in 2022, 75% were female, and 25% male.

Percentage of New Hires



We hired new staff members on an internship programme which developed and identified staff members' strengths and upskilled them in order for them to perform specific roles at FSG. All staff members who took part in our internship programme were employed as full-time staff members in 2022.

Parental leave:
In 2022, no employee was on parental leave, but our plan is to measure rates of employees that returned to work after parental leave.

Wellbeing

In 2022, we conducted **three 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.



Additionally, in 2022, some of our team members had the chance to gather at a co-working space for one day each week, fostering a sense of togetherness and enhancing overall well-being.



As we look to prioritise well-being even further in 2023, we plan to 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.



In 2023 and beyond, we are committed to enhancing the well-being of all staff, including those who may not have access to our physical co-working hub. To foster stronger connections and provide an opportunity to unwind, we intend to establish a weekly online coffee chat, allowing employees to disconnect from work and build stronger relationships.

We're also committed to create anonymous surveys in order to measure and record employee satisfaction and wellbeing annually.



Furthermore, we are excited to introduce a bi-monthly well-being series designed to engage all employees in various well-being activities. We aim to develop this further in 2023 to fully implement this into 2024.

In 2023 we are planning on developing a comprehensive mental health monitoring plan. This initiative will involve offering workshops and resources related to mental health to employees giving them the tools and knowledge they need to prioritise their mental well-being.



In 2022, 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.



As we look to 2023, we are focused on enhancing our employee experience. To achieve this, we plan to develop a comprehensive employee handbook. This handbook will encompass a range of procedures designed to address topics of significant interest to our employees, such as sick pay, flexible working hours, and a planned 6% employee wage increase. By creating this employee handbook, we aim to provide staff with clear and accessible guidelines, fostering transparency and understanding while further enhancing the positive work environment and overall job satisfaction.



Training & Career Development

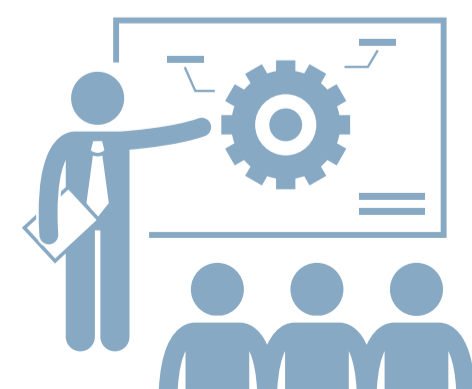
All employees working at FSG have a high level of awareness in sustainability. From the beginning of their journey working for us, they are asked to take the “Green Skills for Life” course as part of their training.



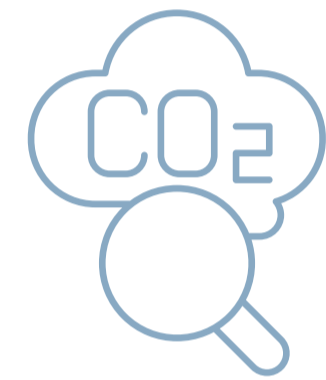
In 2022, we conducted 6 “Keep Learning” sessions, fostering a collaborative learning environment among our staff and encouraging them to acquire expertise in various environmental subjects. Furthermore, we allocated 4 hours each week for research activities, allowing our team members to engage in ongoing learning and exploration.



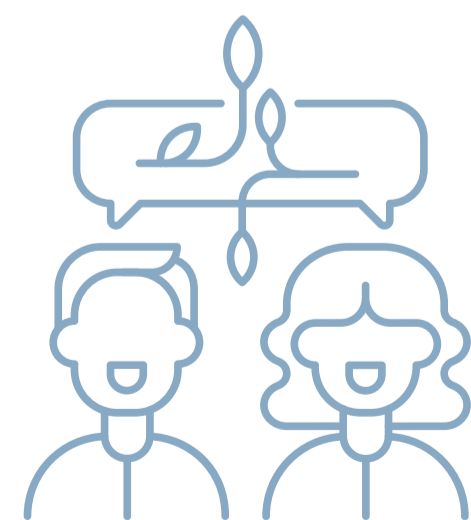
Looking ahead to 2023, we aspire to expand the opportunities for upskilling by offering a wider array of training courses, therefore promoting continuous professional development among our staff, especially in sustainability areas.



Additionally, we enhanced the skills of some of our team members by providing specialized training in areas such as Scope 3 emissions and Net Zero. We allocated 20 hours of dedicated time for staff to complete these courses, reinforcing our commitment to continuous training and development. Two months of additional time was then given to team members who completed the course to deepen their knowledge learnt on the course.



Over the next 3 years, we plan to establish a comprehensive mentorship programme accessible to all employees. This programme will serve as an assessment tool, enabling us to gauge employee skills, knowledge levels, and career trajectories. Simultaneously, we intend to create an anonymous survey that all staff members can complete, focusing on training and development. 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 2022, we provided blue light reading glasses for all employees to reduce the risk of eye strain. We have had no incidents or accidents regarding the health and safety of our employees.

In this regard, we are actively working on implementing a comprehensive workplace health and safety procedure. This initiative aims to guarantee that all employees have access to ergonomic office equipment. Our objective is to ensure that each team member enjoys a workspace that promotes physical comfort and safety while working. We aim to develop and implement this throughout 2023.



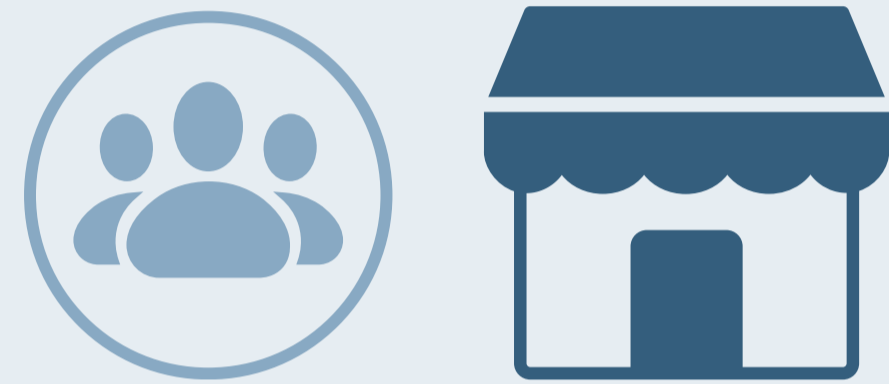
Internal Social Sustainability 2023 Action Plan

- 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.
- Establish an online space where staff members can bond and disconnect from work.
- Develop a bi-monthly well-being series for all staff members.
- Develop a mental health monitoring plan for all staff members.
- Establish a workplace health and safety procedure, including H&S risk assessments.
- 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.

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 2022, 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 increase the percentage of local suppliers by always looking for all the available options in our area, and always prioritising locally if they meet our quality and pricing requirements.



We will also create a “suppliers questionnaire” that will be sent before purchasing, to assess how sustainable suppliers are in terms of environmental, social and governance impact. 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 2022 one of our surveys was aimed at our Green Managers in Hospitality – here we learned that there was a demand for more call support rather than email. Because of this we will begin monthly Teams calls for all managers in 2023. We also started an online tiered award system to acknowledge their efforts as there was a demand for awards and acknowledgements. This has been incredibly successful in increasing our customer engagement and satisfaction. We have also designed a web page which is included on our website where we share all businesses who are progressing on their green journey.

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.

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 100 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 organized 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 building for the two employees as well as increased 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.



Scottish Sustainable School Awards

FSG sponsored the 'Sustainable School' category at the Scottish School Awards, donating £3,500. Over 8 hours were provided by FSG to assess entries and write feedback as category judge.

Four members of the team attended the ceremony to present the award and support the overall event, the expenses of this trip also being covered by Fifty Shades Greener.

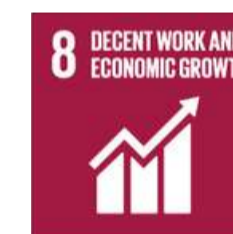
This project motivated schools in Scotland to progress in sustainable innovations in order to be in the running to achieve an award. These efforts lead to increased sustainability in schools and further inclusion of environmental education and projects for children of these schools and for teachers.

This project supported team building for company members, it also increased job satisfaction and wellbeing amongst the team.

This project supports SDG 4, Quality Education and SDG 13, Climate Action.



Through our social sustainability efforts we have covered the following SDGs



External Social Sustainability 2023 Action Plan

Improving our marketplace

- All Passwords will be changing at a minimum of twice per year starting in 2023.
- Quarterly checks will be taken to ensure that no data is stored from clients who are no longer customers of our programmes/ services.
- Monthly team support calls will be provided for our green managers as a response to the demand for more phone support, as well one on one support calls will continue to be available every day during business hours.
- 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 2023 we will audit our suppliers to further look into how ethical their business is in terms of Environmental, Social, and Governance risk factors. From this audit, we will consider changing any supplier that is regarded as high risk.
- In 2023 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 by 2024. This number coming from a minimum of 2 hours per staff member per month.
- In 2023 we will complete surveys for each of our programmes in order to make changes to improve customer satisfaction, loyalty, engagement, and preferences.
- 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 'Green Business' programme to date, and where possible we will include it in further programmes in 2023 e.g 'ESG Leadership Programme' which will launch in early 2023.



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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.

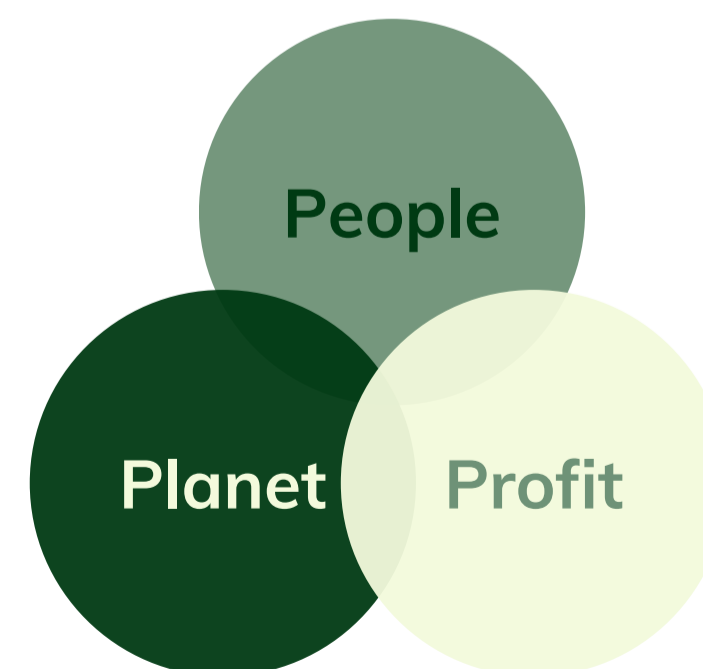
We will not condone any discriminatory or unlawful act or attitude in the conduct of our business with the public, our supplies or our employees.

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.

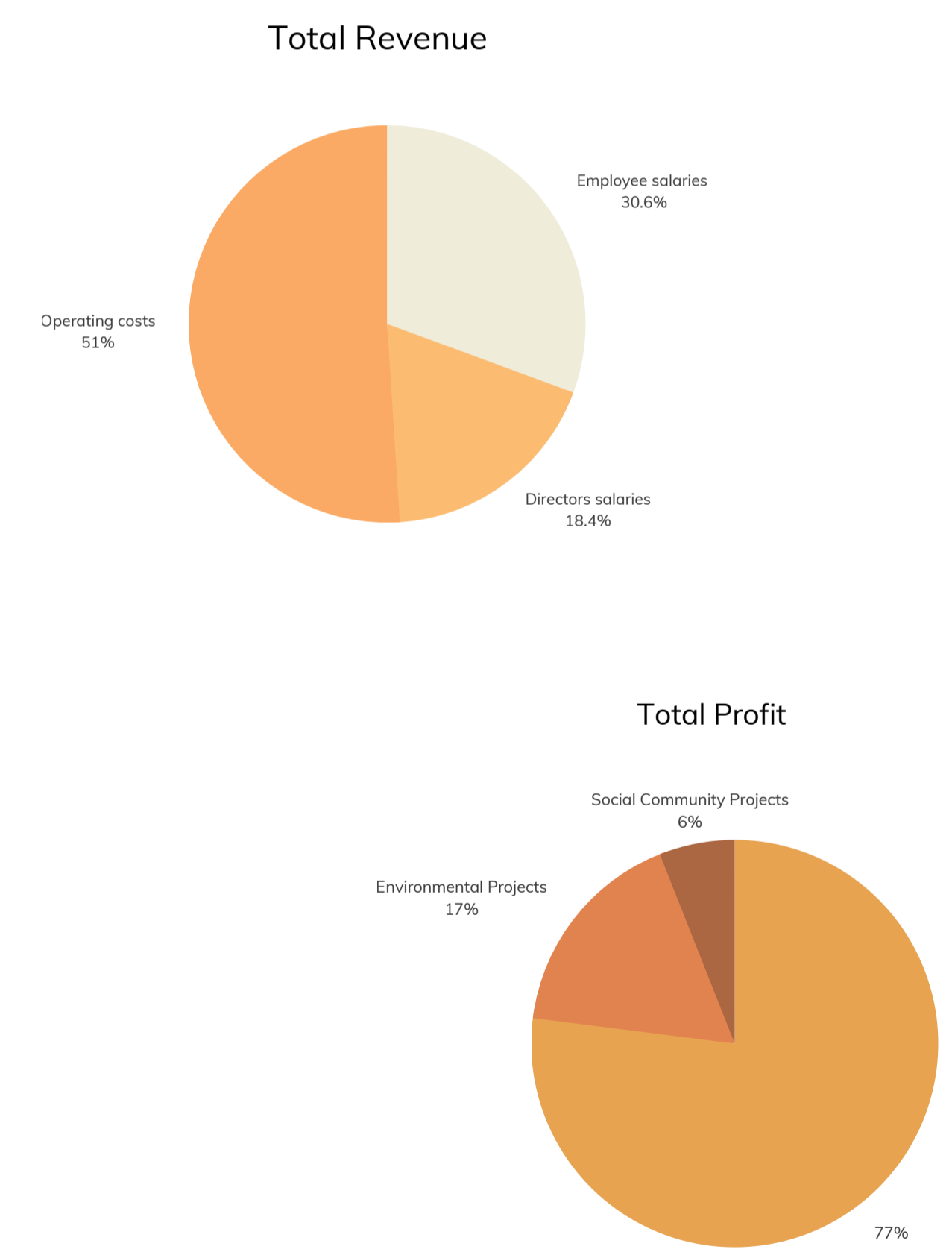


Wealth Distribution

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 2022, the company started as a team of 4, and everyone's salary was the same as the company's belief is that every team member is as important as each other. The newest recruit started in an internship position for 6 months with a lower hourly rate but was made an FTE after her probation period with the same remuneration as everyone else. All employees have formal contracts of employment and are paid above the national living wage. The commitment to ensure every team member deserved the same remuneration was challenged by the need to hire an Operations manager so that the CEO could concentrate on expanding the company to international markets. An operations manager was hired, with a higher salary than the rest of the team. Although this "trial" was not successful and the Operations manager was terminated in December 2022, bringing back equal remuneration to all team members, including the Company Directors.

Wealth Distribution

In 2022, the company wealth was distributed in the following way:
 -30% of total revenue to employee's salaries
 -18% of total revenue on Directors' salaries
 -50% of total revenue on operating costs
 -17% of total profit on environmental projects
 -6% 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 2023 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 2022 ESG report we have identified that we are missing some policies:
 - Health & Safety Policy – Customers
 - Product Policy

Ethical Governance and Board Members

- Patrick Flanagan and Raquel Noboa are shareholders and Directors of the company.
- There is no other management structure, everyone else is a team with the same level of responsibility and pay as each other.
- 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.
- 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.

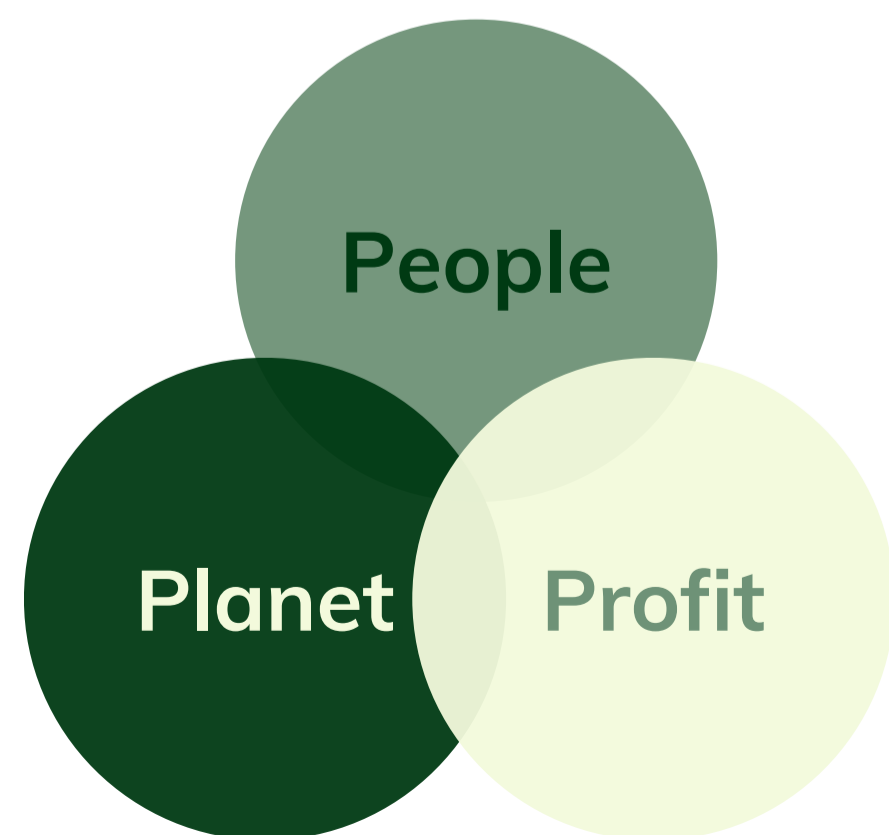


Thank you for taking the time to read our 2022 ESG Report!

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!



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