

VIDEO TRANSCRIPT

Foreword by Dave Duncckley

Grant Thornton has enjoyed a really strong year in 2022, which follows on from an exceptional year in 2021. The foundation of this success is our people. Our strategy is simple – to create the very best environment for our people. By attracting and retaining talent, we can deliver high-quality work in the markets we choose to operate in.



Dave Duncckley
CEO

As a result of our strong performance, we have invested more in rewarding and supporting our people this year. Following a review of market data, we made an additional investment in salaries which saw all our people receive a pay increase, taking the firm's investment in salaries to 8%.

Our approach to how we work has further evolved this year, and we've made headlines for our market-leading family leave policies and flexible working philosophy. Our ability to effectively collaborate and connect when working remotely has been underpinned by investment in digital tools that support not only how we work together - but help us to provide an even better service to our clients.

Over recent years, the firm has built a reputation as one of the UK's leading employers for ongoing investment in creating inclusive policies that foster social mobility and support working families. In 2022, we earned independent recognition as a top employer for women and joined the Stonewall Top 100 Employers for the first time, also earning Gold Employer status, which represents enormous strides over the last five years to make our workplace more inclusive for all our colleagues.

We know there is much more to be done – but are proud of our movement in the right direction. The progress we have made so far is the result of many years of hard work and dedication from our people, who, supported by our leadership team, continue to focus time, energy and resources to bring about the changes our colleagues tell us are important to them and are important to us as a firm.

We are very intentional in considering what is authentic to us and involve colleagues from our Inclusion Advisory Board and employee networks in these discussions to foster an inclusive environment where everyone in our firm feels like they belong.

Throughout 2022, we continued to see positive results stemming from investment in the quality of all our services. Gathering regular feedback from our clients and people helps us to continually review and improve training and support, and our latest internal survey about quality and ethics indicates that our people continue to feel supported to deliver high-quality work.

Our significant progress in audit quality was reflected by another strong result from the FRC's Audit Quality Review, whilst independent market research with UK buyers of professional services shows that we are leading our sector in value for money, and we are the most recommended firm.

Reducing our impact on the environment is an important part of our strategy. We were the first accountancy firm to set a near-term Net-Zero target validated by the Science-Based Target initiative. To further inform our path towards Net Zero, over 1,000 of our people took part in ESG workshops and Q&A sessions. Combining this feedback with emissions data, we have set targets and created a long-term action plan, which is now undergoing validation by the Science-Based Target initiative.

We are also committed to volunteering our skills, time and talent to support our communities. We have helped more than 3,500 students develop financial literacy and entrepreneurial skills through our School Enterprise Programme, supported more than 270 refugees into employment with Breaking Barriers and helped more than 2,800 students learn about business with Rise. This is in addition to funds raised by our people to support local charity partnerships and global entrepreneurs in the developing world.

Looking forward to 2023 and beyond, at the heart of our plan is continuing to build an inclusive environment to grow. We will achieve this by consistently excelling in our chosen markets, which means we will make deliberate choices on where we will seek to lead, and where we will be a challenger. We will also continue to deliver exceptional results in a sustainable way, and we will invest in the very best people, technology and infrastructure to create a culture of continuous improvement.

I'm exceptionally proud of the outstanding work that our people do. We will continue to go beyond for our clients and each other, and I'm convinced that this year we'll build on the momentum we've created, surpassing expectations, delivering high quality and creating an even better experience for those who work with us, and for us.

