



Tigerlily

Tigerlily Training 2024 ESG Report

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1. Introduction

At **Tigerlily Training**, we are committed to integrating environmental sustainability, social responsibility, and ethical governance into our operations. In 2024, we continued to expand our impact, ensuring that our training programs, workplace culture, and community initiatives align with best ESG practices.

2. Environmental Sustainability

Key Achievements

- **Carbon Footprint Reduction:** Continued to provide a hybrid approach to training via blending training, eLearning and webinars to minimize travel emissions. Launching a further seven courses with virtual delivery options.
- **Eco-Friendly Practices:** Reduced paper usage by transitioning to more digital based training and implemented process to promote e-Certification as a preferred option of certification.

Future Commitments

- Conduct a full sustainability audit to assess and enhance our environmental impact.
- Explore partnerships with eco-conscious venues for our open-venue training sessions.

3. Social Responsibility

Key Achievements

- **Community Engagement:** Expanded our offer of free first aid training initiatives to underserved areas, ensuring accessibility for all. Provided free webinars for life-threatening bleeds training in high knife crime areas and free parent virtual courses.
- **Mental Health Awareness:** Distributed free Mental Health First Aid (MHFA) posters during **Mental Health Awareness Week** and provided a free MHFA webinar
- **Employee Well-being:** Strengthened diversity, equity, and inclusion (DEI) policies to promote a supportive workplace culture.

Future Commitments

- Enhance accessibility in training programs, ensuring inclusivity for individuals with disabilities.
- Develop new mental health resources and training opportunities for businesses and educators.

4. Governance & Compliance

Key Achievements

- Strengthened ethical business practices by establishing an **ESG Committee** in January 2025 to oversee corporate social responsibility initiatives.
- Enhanced transparency by introducing ESG reporting mechanisms for stakeholders.
- Maintained compliance with **The Companies Act 2006** and other relevant UK governance regulations.

Future Commitments

- Publish a **2025 ESG roadmap**, outlining long-term sustainability and governance goals.
- Implement new frameworks for tracking and measuring ESG performance.

5. Conclusion

Tigerlily Training remains dedicated to advancing ESG values through innovation, ethical leadership, and community-driven impact. We look forward to building on these achievements in 2025, strengthening our commitment to sustainability and responsibility.

