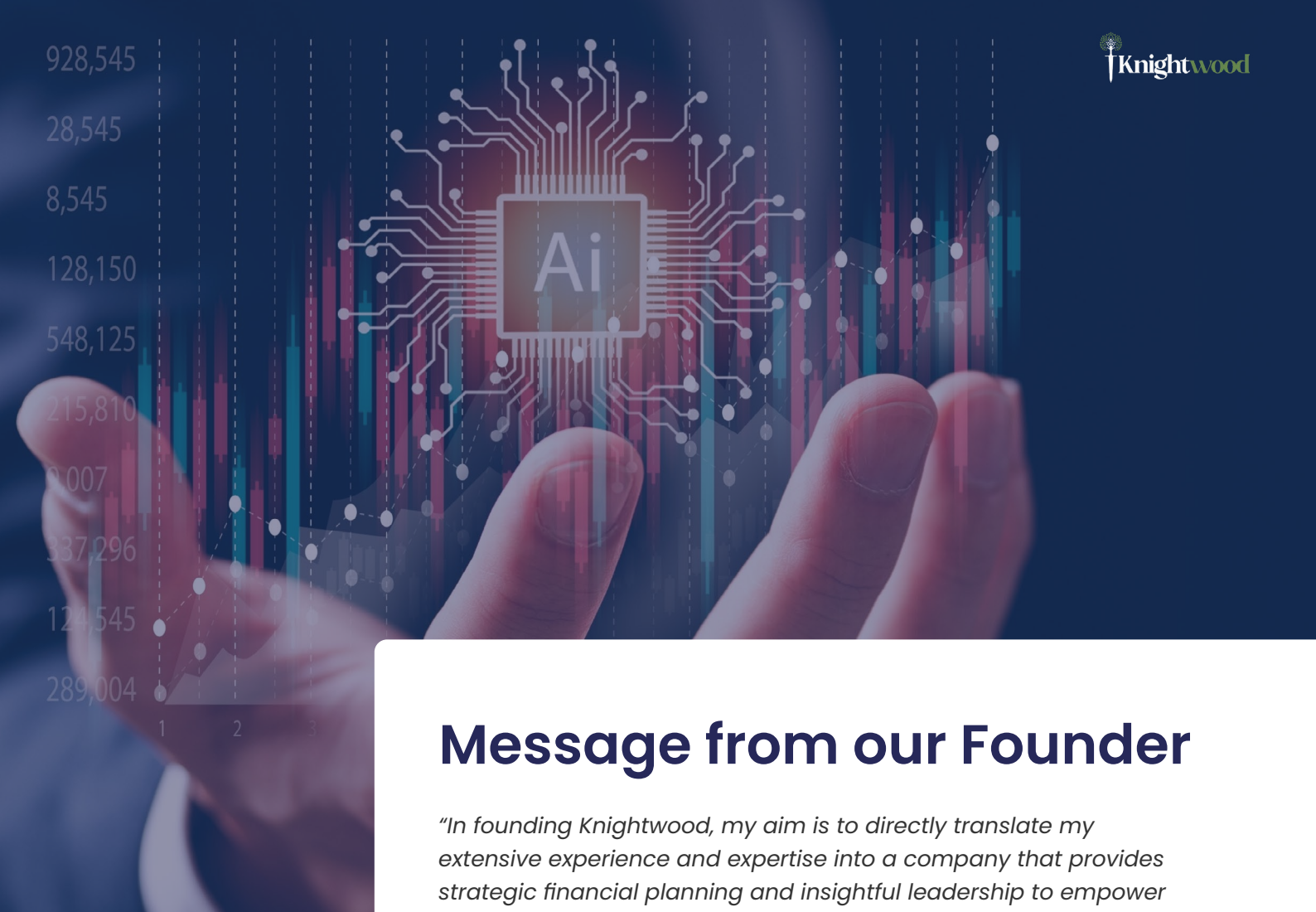




2025 Impact Report

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Message from our Founder

"In founding Knightwood, my aim is to directly translate my extensive experience and expertise into a company that provides strategic financial planning and insightful leadership to empower our clients to navigate their own business journey with confidence.

I am passionate about simplifying business processes and systems to drive efficiency and sustainable growth, and a vital part of this process is ensuring we are meeting the highest of social and environmental standards as a company. I am excited to share this first Impact Report, which represents an important milestone for Knightwood as we strive to become a B Corp accredited business, joining a network of thousands of like-minded organisations from around the globe.

While I am proud of the steps we have taken so far, I recognise that this is just the beginning of our B Corp journey. We hope you will join us as Knightwood aims to become a force for good within our communities, growing both our business and our positive impact on the world around us.

Thank you for joining us on this exciting venture, long may it continue!"

Hussain Rahim
Founder, Knightwood

Our Mission and Values

At Knightwood, our goal is to provide expert advisory services to help our clients navigate their business finance journey with confidence. We have a wealth of experience across both public and private enterprises and are committed to building a strong network to drive success. As a socially and environmentally responsible business, we hold ourselves to the highest standards of transparency and accountability, ensuring our clients can place their full trust in our services. This is expressed through our key commitments and values:

- **Community Involvement:** Our goal is to become a leading advocate for social and environmental improvement within our communities. By empowering our people to be actively involved and expanding our charitable outgoings as a business, we are contributing to building a society that is equitable for all.
- **Innovation:** New and emerging technologies provide opportunities for Knightwood to continue to develop and evolve our service offering. By remaining agile in our operations, we are committed to providing the best possible client experience by taking advantage of new technologies to enhance our delivery.
- **Integrity and Transparency:** We are committed to building a culture of integrity and transparency with all stakeholders. We are in the process of developing a series of policies and processes to support us in this goal, including third-party verification through leading social and environmental accreditation programs.

We believe Knightwood can actively contribute to building a more equitable and inclusive society, starting by holding ourselves to the highest of ethical standards.

Our B Corp Journey

In 2024, we made the decision to pursue B Corp certification for Knightwood. B Corp's mission and ideals align closely with our own, so we have taken this step as a formal indication of our commitment to transparency and accountability. The certification process allows us to formalise our existing commitments and practices and put in place foundations that will ensure we meet high standards of social and environmental performance as Knightwood continues to grow.

Through the B Corp process, we are committing to setting a standard of continuous development and improvement that will have a positive impact on all stakeholders, not just our bottom line.

We are excited for the next steps in becoming a more sustainable business and believe that B Corp accreditation will strengthen our ability to make a positive impact on the world. We believe Knightwood has the potential to become a strong presence within the B Corp global network of like-minded organisations.

Key Achievements

Business Awards UK

Winner 2025 – Best Business Leader in Finance



Altaris Business Awards

Global Award Winner 2025 – Best Financial Consultancy



UNCTAD ISAR Honours 2025

Nominated

Why an Impact Report?

As part of our requirements as an aspiring B Corp and our commitment to transparency and accountability, each year we will publish an Impact Report on our website.

These reports, of which this is the first, will outline our plans for continued positive impact and improvement, and evaluate our performance against commitments from the previous year. This is intended to give all stakeholders an insight into our operations as a socially and environmentally responsible business and lead the way for others in the industry to adopt similar ambitious commitments.

Impact Areas

The B Corp certification assessment, known as the Business Impact Assessment (BIA), evaluates performance across five key areas of impact: **Workers, Community, Customers, Environment** and **Governance**.

This report is structured around these categories to facilitate clear year-on-year comparisons and to align our efforts with other B Corp businesses. In addition, we have mapped our actions and commitments against the UN Sustainable Development Goals to provide a comparison against organisations not currently engaged in B Corp certification.

Community

Customers

Environment

Governance

Our People

Community

At Knightwood, we are committed to acting as a force for good within our community. We truly believe that if our community thrives, so too will our business. We have integrated a number of considerations into our business policies and plans in order to effectively measure the positive impact we can have, and look for opportunities to maximise this as we continue to grow

Foundation

In the next 12 months, we are aiming to establish a non-profit foundation to support the community in which we operate. Once operational, we will set a formal target for business revenue to be donated directly to the foundation.

Charitable Giving

We are committed to donating 2.5% of net profits to charitable organisations and will continue to track our volunteer and pro-bono service hours to measure the scale of our impact.

Community Involvement

Our founder is proud to be heavily involved in community groups and committees and is currently serving as a School Governor as well as a Finance Director for local deaf trailblazers.

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



Customers

We recognise that our clients are placing a great deal of trust in us by engaging Knightwood to assist with their business and financial operations. We take this responsibility very seriously and are committed to always providing the best possible customer experience through a culture of continued refinement. As our business continues to grow, this culture of constant improvement will remain at our core through a series of targeted policies and metrics.

Customer Feedback

We actively seek and analyse customer feedback and set formal targets and metrics to ensure our clients are continuing to receive the service and care they have come to expect from Knightwood.

Innovation Giving

As a business, we are constantly seeking to integrate new and developing technologies such as Artificial Intelligence (AI) into our business. We view technology as a tool that we can effectively leverage to increase efficiency and improve the quality of service and delivery for our customers.

Data and Privacy Involvement

We take the security of our client's data and personal information seriously and have adopted a formal data and privacy policy which includes rigorous internal controls to maintain trust in our processes.



Environment

We're taking meaningful steps to reduce our environmental impact by implementing policies that promote sustainable actions and environmentally friendly practices throughout our operations. We are committed to limiting our footprint and empowering our staff to make more environmentally conscious choices.

Coworking Spaces

We primarily operate from a shared coworking space, reducing our footprint and energy consumption compared to a traditional office setting.

Environmental Resource Stewardship

We provide the information and resources to support our staff to operate sustainably from a shared coworking space, including encouraging recycling and developing a policy for the safe disposal of e-waste and other hazardous materials.

Low Emissions Options

We encourage our staff to make use of technologies such as virtual meetings to limit business-related travel and support the use of lower emissions transport options when in-person meetings are required to reduce the scale of emissions associated with our operations.



Governance

At Knightwood, we are committed to transparency and accountability, recognising that these principles strengthen both our business and the quality of service we offer our clients. We are developing governance practices that reinforce our dedication to ethical operations and sustainable growth.

Financial Transparency

We actively seek and analyse customer feedback and set formal targets and metrics to ensure our clients are continuing to receive the service and care they have come to expect from Knightwood.

Regular Review

As a business, we are constantly seeking to integrate new and developing technologies such as Artificial Intelligence (AI) into our business. We view technology as a tool that we can effectively leverage to increase efficiency and improve the quality of service and delivery for our customers.

Social and Environmental Transparency

We take the security of our client's data and personal information seriously and have adopted a formal data and privacy policy which includes rigorous internal controls to maintain trust in our processes.

Objectivity

We are committed to maintaining the highest standards of integrity by meeting third-party standards to ensure objectivity and credibility in all our disclosures.



Our governance structure and processes set the foundation of our commitment to responsible and ethical business practices. Transparency and accountability are central to our operations, and will remain a key focus as Knightwood continues to grow.

Our People

Our business is reliant on people to succeed, which is why we are committed to providing our employees, both current and future, with benefits and opportunities that go beyond statutory requirements and empower our team to strive for excellence in all that they do. While our team is currently small, we have put policies and processes in place to ensure employee wellbeing remains a core value of Knightwood as our organisation grows. We will prioritise the wellbeing of our people through fair treatment, clear development pathways and a supportive and inclusive work environment. As our employees grow and develop, our business will too.

Living Wage

We are proud to pay all full-time employees a Living Wage. We understand the impact that the cost of living can have on our people and are committed to alleviating some of this pressure by ensuring everyone is remunerated fairly for the value they bring to our business.

Diversity, Equity, and Inclusion

Diversity and inclusion is at the heart of our operations. We are dedicated to creating a diverse, equitable, and inclusive workplace where every individual can thrive. To support this aim, we will set specific, measurable goals to enhance diversity across our organisation.

Enhanced Parental Leave

At Knightwood, family comes first. To support this commitment, we offer enhanced parental leave that goes beyond statutory requirements. This allows our team to take the time to treasure the most important parts of life, without added financial pressure.

Employee Development

We will support our staff to become highly valued members of our team from day one. Extensive on the job training and ongoing mentoring will be provided to enable our employees to grow in their roles and achieve their career and personal aspirations.



The Next Steps

While we take great pride in the progress and impact Knightwood has been able to make in the early stages of our operations, we are fully aware that this is the start of a long journey towards achieving our potential. Our ambition to be a force for social and environmental good within our community is at the forefront of our goals for the coming year.

As we grow our business, we are committed to continuing to set higher goals for the future. Our key ambitions for the next 12 months are:

- **B Corp Accreditation:** We are committed to pursuing full B Corp accreditation in 2025/26, further solidifying our commitment to high standards of social and environmental performance, transparency, and accountability.
- **Social Impact:** We are committed to continuing to grow the positive impact our business has on our local communities by establishing a non-profit foundation and providing opportunities for our employees to take part in volunteering initiatives.
- **Embrace Technology:** We are investigating opportunities to integrate new and developing technologies such as artificial intelligence (AI) to increase business efficiency and scale, while delivering the quality of service that our customers have come to expect from Knightwood.

Through these focus areas, we aim to grow the size of both our business and the positive impact we are having on our communities to deliver positive outcomes for our stakeholders. We expect the next 12 months to be a period of exciting growth for Knightwood, and we look forward to bringing our employees, clients and communities on the journey with us.



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