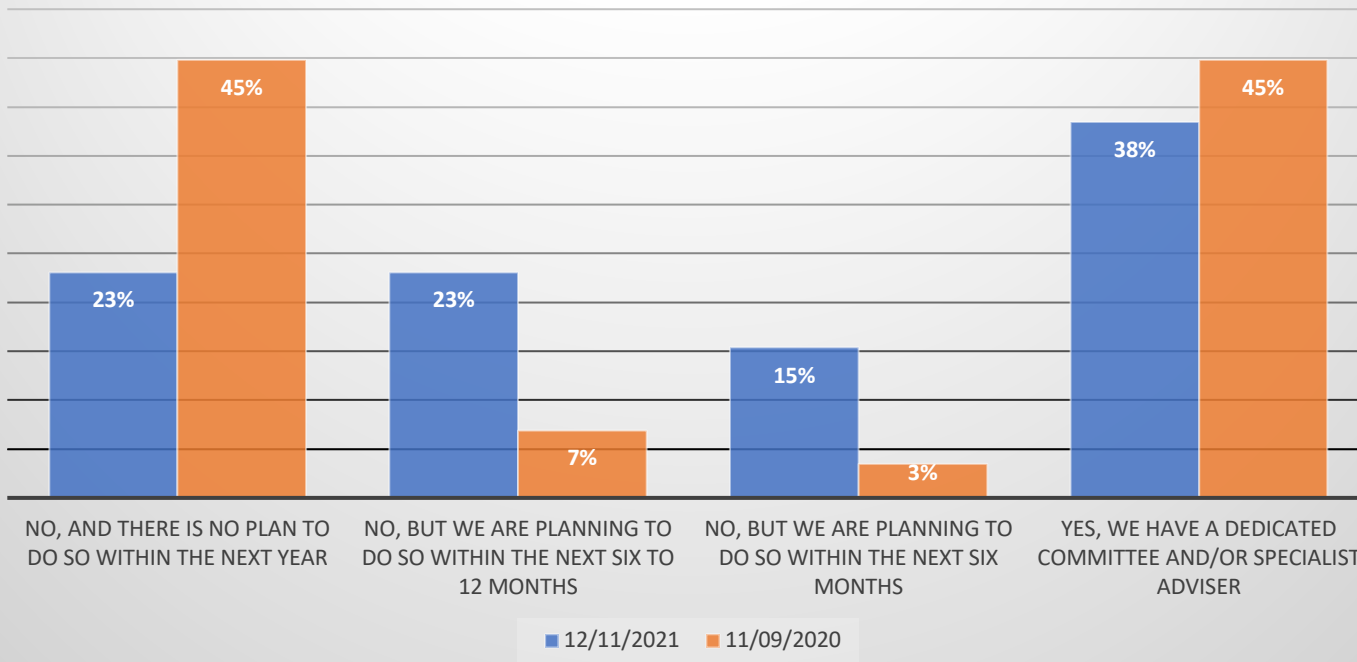


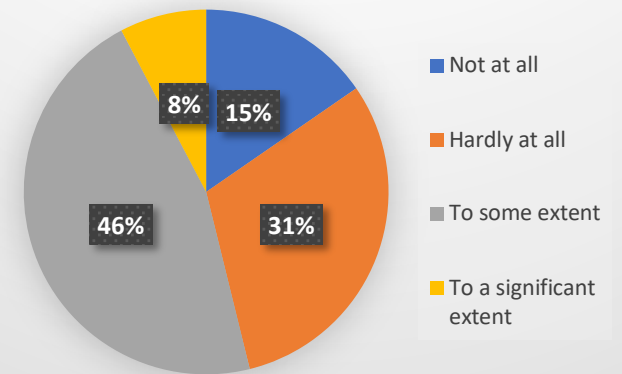


**Poll on ESG maturity completed by 13 CEOs and C-Suite members at mid-sized professional services firms on 12 November 2021 as part of the 'Re-tuning your firm' European show.**

**Is there a dedicated committee and/or specialist to advise on environmental, social and governance (ESG) policies at your firm?**

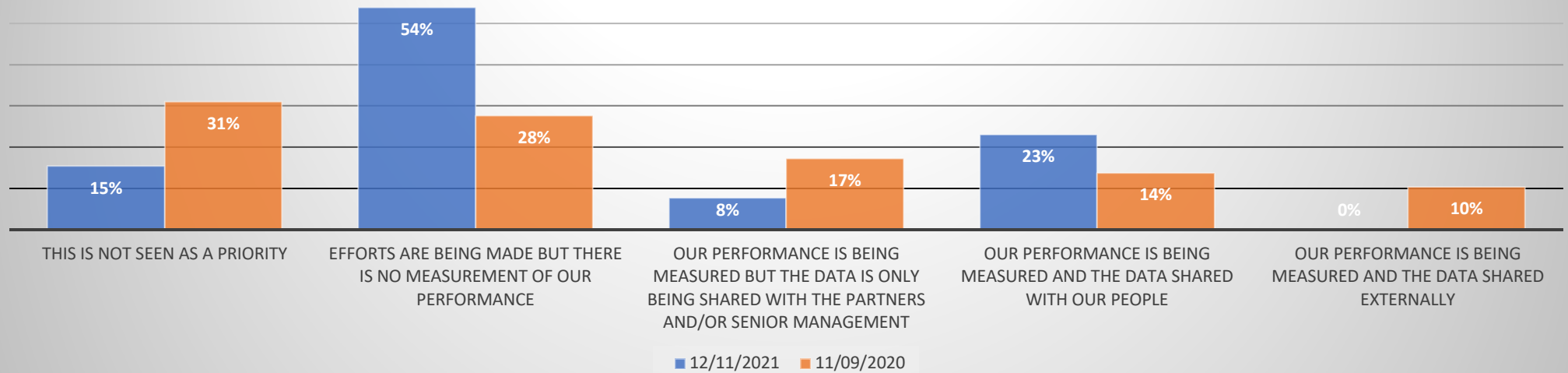


**To what extent are your key clients seeking information on your ESG performance?**

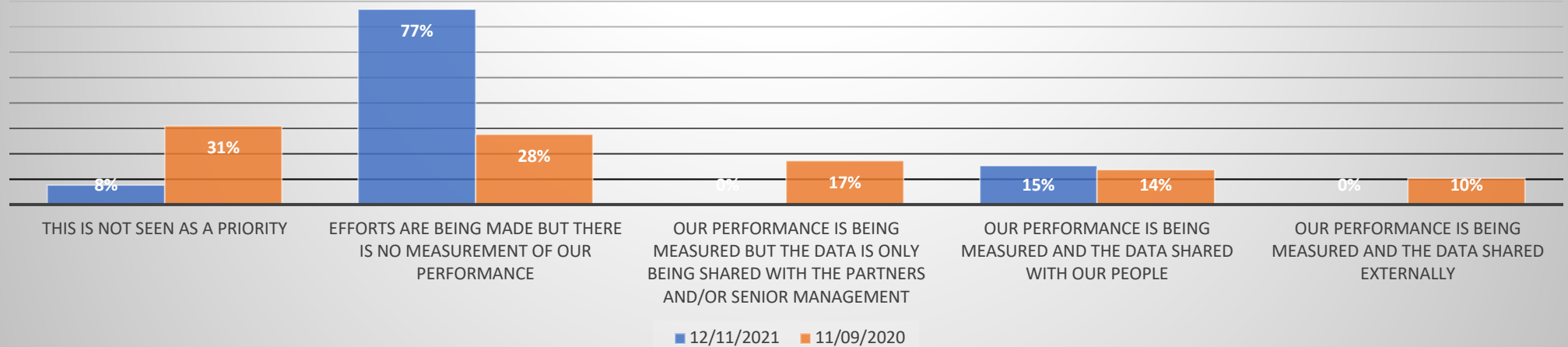


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## To what extent is your firm switching to renewable or clean sources of energy?

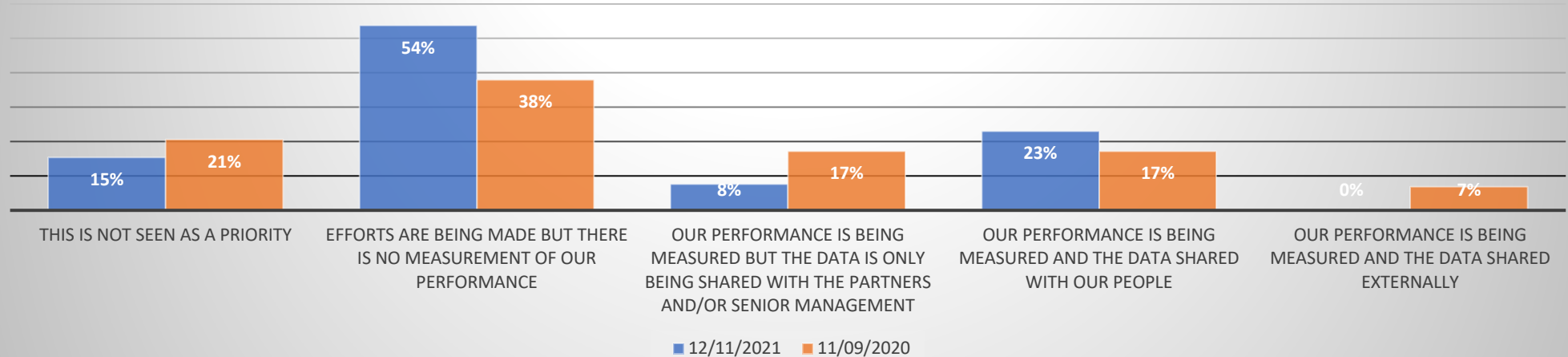


## To what extent is your firm using processes that conserve resources or minimise pollution?

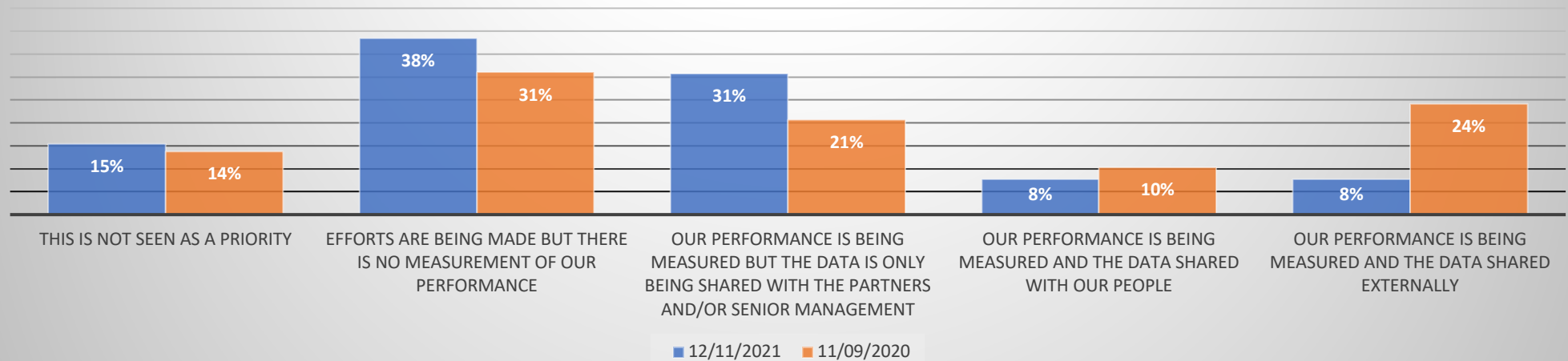


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## To what extent is your firm going carbon neutral?

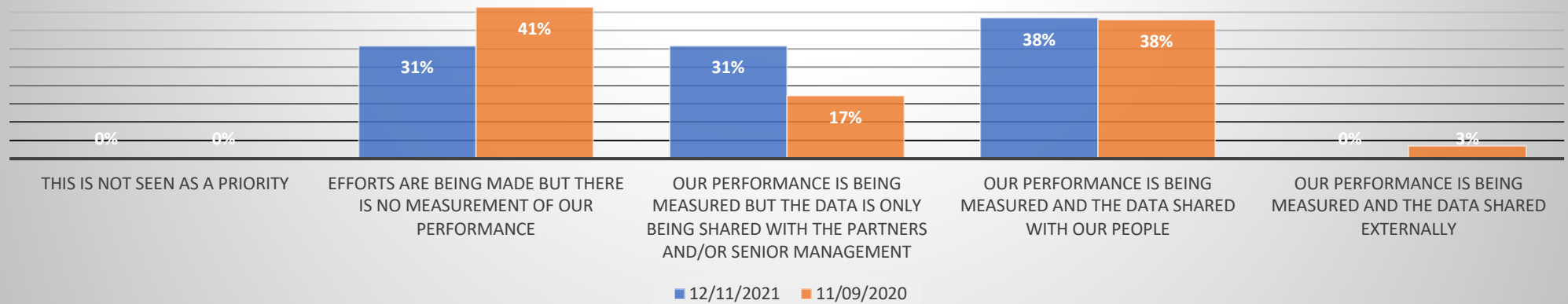


## To what extent are the optics associated with the diversity of your board, executive and management committees being measured and shared at your firm?

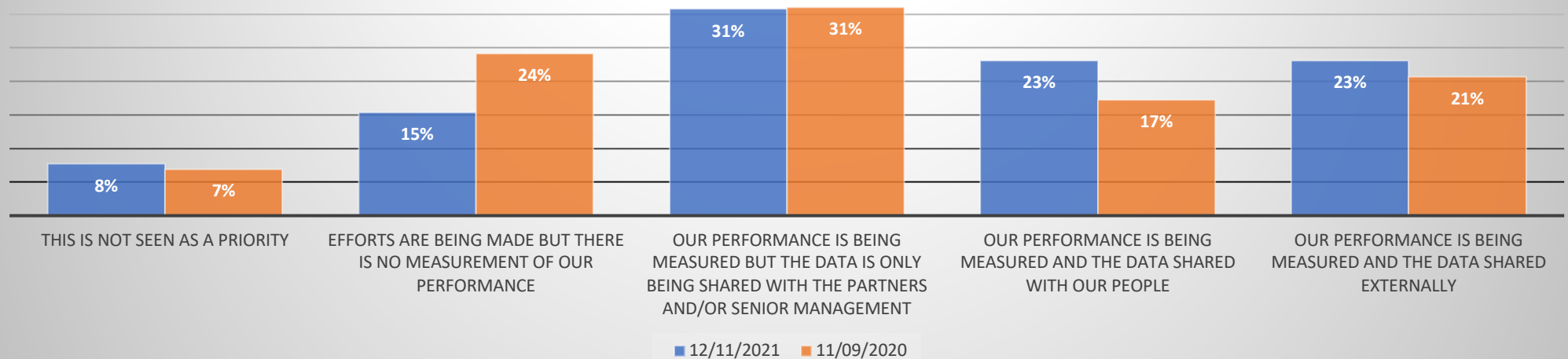


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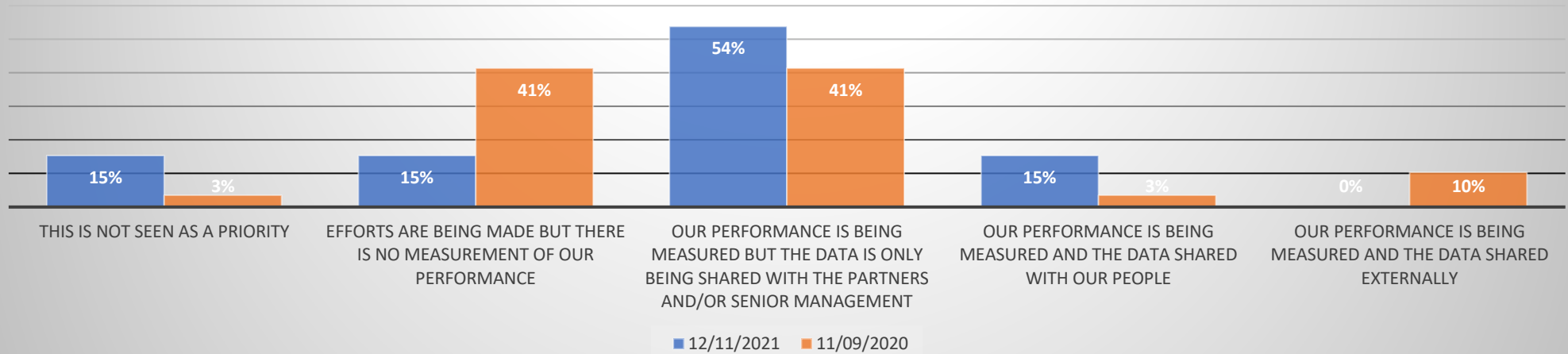
## To what extent are the health and well-being of your employees being measured and shared at your firm?



## To what extent are equality of opportunity, gender diversity and inclusiveness being measured and shared at your firm?



## To what extent are the optics associated with the compensation levels of your employees being measured and shared at your firm?



## To what extent are the optics associated with the compensation levels of your partners and senior management being measured and shared at your firm?

