

HewardMills Journey to B Corp Certification

1. A MESSAGE FROM OUR CEO

I founded HewardMills having worked for over 20 years in the data protection and cybersecurity industry. I created a diverse and inclusive global business that provides regulatory advice and other specialist Data Protection Officer (DPO) services to help organisations comply with fast-evolving global data protection laws and regulations.

May 2023 will mark HewardMills' 5-year anniversary and a chance to celebrate and reflect on everything that we have accomplished over this time, including our recent B Corp certification.

After a process that lasted a little more than two years and ended in October 2022, becoming a certified B Corp means that HewardMills is now part of the movement consisting of over 6000 B Corps globally, across 150 industries and 89 countries. We have a common mission to create an inclusive, equitable and regenerative economy to benefit all people, all communities, and the planet.

By becoming a B Corp we are demonstrating our commitment to being a purposeful business and affirming our intention to use business as a force for good.

This is our commitment as a B Corp:



We approach our work with **passion** and **positivity**



We seek out **innovative solutions** in our strive for excellence



We act with **integrity** to remain at the forefront of the data privacy industry



We work **collaboratively** together, valuing our differences, building upon, and leveraging our collective strengths

A MESSAGE FROM OUR CEO CONT.

For us, it is not just about maintaining the status quo, but evolving as an organisation and making further improvements in the impact areas that allowed us to obtain the B Corp certification in the first place.

Our journey as a B Corp has just begun!



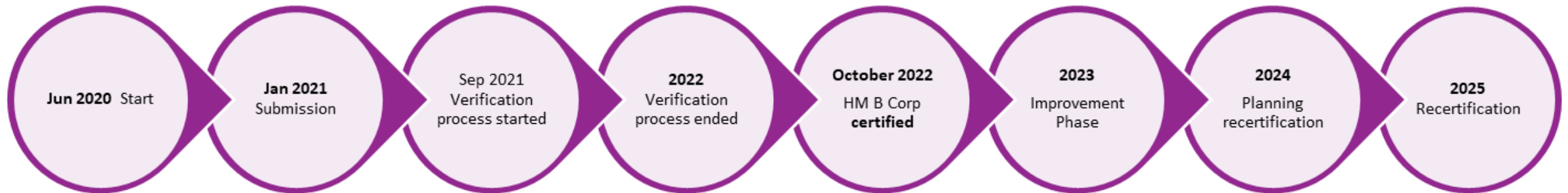
**Dyann Heward-Mills
CEO**

2. JOURNEY TO CERTIFICATION

The B Corp certification process is a robust one. HewardMills' services and our business, were assessed across five key impact areas: Governance, Workers, Community, Environment and Customers. The minimum score required was 80, HewardMills surpassed this with an overall score of **104.5**, which is considered a high score.

During the certification process, B Lab UK commended us for our unique blend of advisory and education work in the field of Data Protection and Privacy, and the way in which we harness the diversity of our team to provide raise the bar on data protection for underserved communities worldwide.

HewardMills achieving the B Corp certification is especially significant given that only 24% of B Corps in the UK are owned by women and only 8% are led by people of colour.



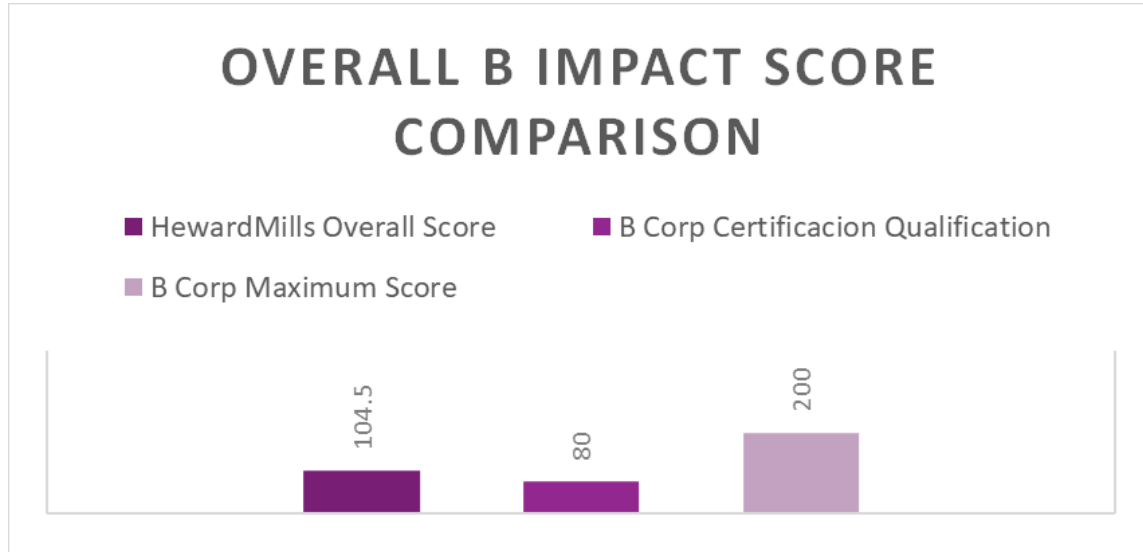
3. B CORP VERIFIED SCORE

The B Impact assessment considers a number of topics under each impact area

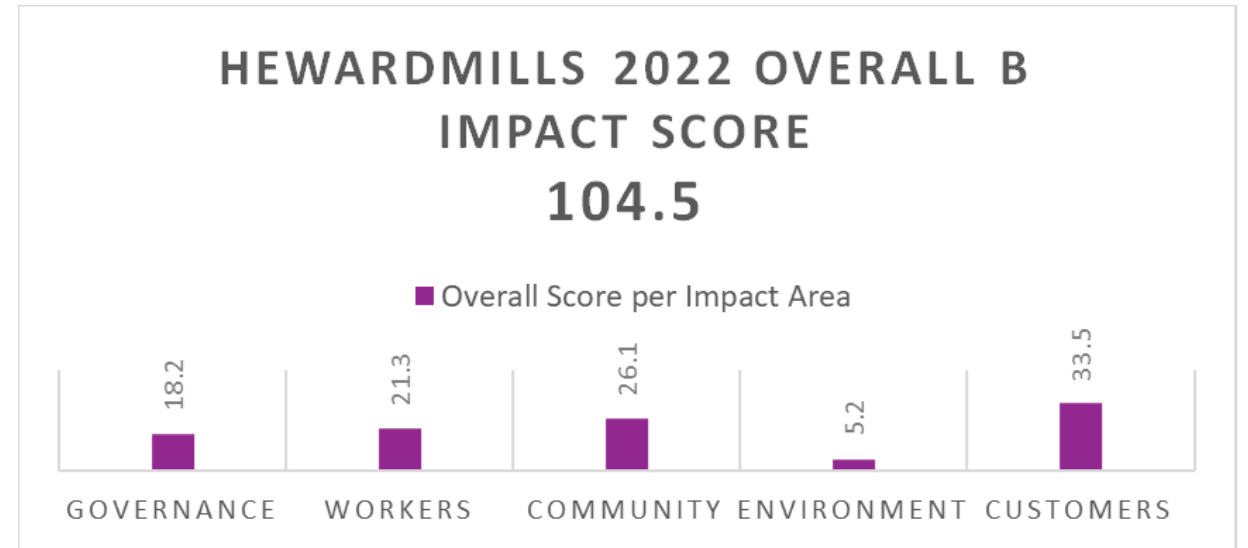
Governance	Workers	Environment	Community	Customers
<ul style="list-style-type: none">• Mission and engagement• Ethics and transparency• Governance• Mission locked	<ul style="list-style-type: none">• Career development• Health, wellness and safety• Engagement• Human rights• Worker owned	<ul style="list-style-type: none">• Environmental management• Air and climate, water, renewable energy and resource conservation• Transport distribution & suppliers	<ul style="list-style-type: none">• Diversity, equity and inclusion• Supply chain management• Civic engagement & giving• Local economic development	<ul style="list-style-type: none">• Customer stewardship• Education• Access to basic services• Economic empowerment

As part of the next phase, we will take as a reference the score obtained within each impact area to identify opportunities for improvement and to guide investment of time and resources during and beyond 2023, working with recertification in mind for 2025.

The following shows the score obtained by HewardMills in comparison with the B Corp certification qualification score and the maximum achievable B Corp score.



HewardMills B Impact Assessment performance by impact area was scored as follows:



Notably, HewardMills earned **33.5** points in the Customers impact area due to our strong focus on: ‘Serving in Need Populations’, and Education



If you would like to find out more about HewardMills and our continued B Corp journey, please get in touch: dpo@hewardmills.com.