



# Corporate Social Responsibility Impact Report

2024

Community | Sustainability | Impact | Action

[lmp-group.co.uk](http://lmp-group.co.uk)

# Message from Directors



As we reflect on the past year, we are filled with a profound sense of pride and gratitude for the incredible journey that LMP Group has undertaken over the past 20 years.

At LMP Group, our mission has always been to empower people and foster positive change within society. We firmly believe that by investing in the potential of people, we are not only shaping their futures but also contributing to the health and vitality of our communities. Each initiative we implement, each partnership we form, and every hamper we deliver is a step toward realising this vision.

This year, we are proud to report that our community engagement initiatives have reached more individuals than ever before, 3,700 people. The distribution of over 1,000 festive hampers to families in Hammersmith & Fulham was a heartwarming reminder of the impact we can have in the lives of those who need it most. Each hamper was not just a collection of food and essentials; it represented hope, care, and the spirit of togetherness during a challenging time.

Our commitment to environmental sustainability continues. We recognise the importance of reducing our carbon footprint and promoting eco-friendly practices. The successful implementation of our tree planting programme is just one example of how we are working to ensure a healthier planet for future generations – to date we have planted 968 trees. As we educate our team and beneficiaries about sustainability, we are also fostering a culture of environmental stewardship that we hope will ripple through our communities. Collaboration has been at the heart of our success this year.



# About LMP Group



LMP Group is dedicated to making a positive impact on society and the environment. Our commitment to Corporate Social Responsibility (CSR) is an integral part of our business philosophy, guiding our efforts to create a sustainable future by addressing social, environmental, and economic challenges.

Over the last year, we have engaged numerous beneficiaries through a variety of programmes aimed at fostering personal and professional growth, enhancing employability, and promoting social responsibility.

## Mission Alignment: Inspiring Ambition

Our activities are aligned with LMP Group's social objectives, focusing on inspiring, educating, and enabling people to realise their potential. Each initiative reflects our commitment to fostering positive social change while addressing the needs of our communities.



# Highlights 2024

## Key achievements this year include:

- Successful distribution of over **1,000 festive hampers** to families in Hammersmith & Fulham, spreading support during the holiday season.
- Engagement in **numerous community initiatives**, such as The Big Help Out, which encouraged staff and apprentices to volunteer and support local projects.
- Strengthened partnerships with businesses to create **bespoke career programmes** that offer hands-on experience and mentorship to young people. We worked with employers such as Saatchi Gallery, Snapchat, Lego, Royal Albert Hall & Gate One.
- **229 new jobs** have been created by Inspire ATA, with an economic impact of over £2 million.
- Alternative Provision **supported 65 students** during the year with a cost saving of over £1 million to schools in exclusion costs.
- Supported **1,141 people in an apprenticeship** with an increase in success rates.
- Youth Services provided both holiday and term time provision and **engaged with 3700 young people** across the Hammersmith & Fulham borough
- Awarded **'Best Apprenticeship Provider'** and **'Best Apprenticeship Training Agency'** of the Year for 2024/2025.





Our partnerships with local businesses and organisations have been instrumental in creating opportunities for young people. By co-designing career programmes that provide hands-on experience and mentorship, we have not only prepared our youth for the workforce but have also strengthened our employer brand, showcasing our dedication to professional growth and community involvement.

We have introduced new programmes this year, including Skills Bootcamps in Digital Marketing. This has supported to date 287 people to date, allowed for each one to have had several interviews and we have placed 59 people in to new jobs. This sits nicely alongside our apprenticeship programme which delivered 1,141 new apprenticeships and our adult learning which had 2805 learners.

Looking ahead, we are excited about the possibilities that await us. Our strategic objectives for the coming year are ambitious, yet we are confident in our ability to meet and exceed them. By expanding our reach and strengthening our focus on mental health and well-being, we aim to create even more impactful programmes that resonate with the people we serve.

In conclusion, we would like to extend our heartfelt thanks to everyone who has supported us throughout this journey—our dedicated staff, our community partners, our funders, and most importantly, the learners and participants who inspire us every day.

**Together, we are making a difference, and together, we will continue to build a brighter future for all.**





**Thank you to the LMP team for your commitment to our mission and for being a vital part of the LMP Group family.**

# Group Impact

## Impact Goals



LMP Group has set ambitious social impact goals focused on:

-  Empowering people through education and training.
-  Providing pathways to employment and career development.
-  Fostering community engagement and social responsibility.
-  Promoting diversity, equity, and inclusion in all initiatives.
-  Advancing environmental sustainability and responsible practices.

**Key Impact Areas** - Our primary areas of impact include:



**INSPIRE:**  
Motivating young individuals to pursue their ambitions.



**EDUCATION:**  
Delivering programmes that enhance skills and knowledge.



**ACTION:**  
Engaging with communities to create positive change.



**CSR:**  
Integrating corporate social responsibility into our operations.



# Community Engagement

LMP Group is deeply committed to building connections within local communities through a variety of Corporate Social Responsibility (CSR) initiatives. These efforts aim to provide tangible support, promote health and well-being, address employability and encourage volunteerism.

- **Festive Hampers:** Supporting Families During the Holidays: Each year, LMP Group distributes festive hampers to families in need within the Hammersmith & Fulham community. This past year, over 1,000 hampers were delivered, each thoughtfully assembled to provide two full meals for a family of four. By offering these meals during the holiday season, LMP aims to alleviate financial strain for families and bring a sense of comfort and care to those facing challenging times. Each hamper is more than just a meal—it's a reminder of community support and solidarity during the festive season.
- **The Big Help Out:** Mobilising Volunteers for Community Projects: As part of "The Big Help Out," a nationwide campaign to encourage volunteerism, LMP Group encouraged staff to support local projects. Staff, apprentices, and community members joined hands to contribute time and energy to a range of initiatives, from assisting in local clean-up efforts to supporting community centres and food banks. By participating in The Big Help Out, LMP demonstrated the powerful role of corporate engagement in supporting community resilience.
- **Striders:** Promoting Mental and Physical Wellbeing: LMP's Striders initiative brings together a dedicated team of staff who set group challenges to get outdoors, walk, and run. These challenges encourage team members to prioritise mental well-being through physical activity, offering a break from daily routines and an opportunity to connect with nature. Striders has grown into a supportive community within LMP, where staff members motivate each other to set fitness goals and take time for self-care. This initiative highlights LMP's holistic approach to employee wellness, focusing on the mental health benefits of regular outdoor activity and social connection.
- **Employer Partnerships:** Creating Career Pathways for Young People: Through partnerships with leading businesses, LMP collaborates with organisations like Saatchi Gallery, Snap, Lego, Royal Albert Hall, and Gate One to create tailored career programmes for young people. These partnerships offer hands-on experience, mentorship, and skill-building opportunities, empowering young individuals to enter the workforce with confidence. By co-designing these programmes, LMP provides young people with meaningful exposure to diverse industries, opening doors to career pathways and long-term professional growth. These partnerships not only enhance youth employability but also strengthen LMP's role as a champion of community-focused economic development.

# Environment Responsibility

## Sustainability Initiatives



As part of our mission to lead with environmental responsibility in mind, LMP Group has created a dedicated Environmental Task Force. This team champions our commitment to creating a healthier planet through targeted and measurable environmental initiatives. By focusing on reducing our carbon footprint, supporting biodiversity, and promoting sustainable practices, LMP aims to create long-term positive impact on our environment, employees, and the communities we serve.

### We do this by:

**Carbon Footprint Reduction:** LMP reduces its carbon footprint by optimising workspace and travel practices. The company utilises shared office spaces while encouraging staff to work from home, lowering energy use and emissions tied to daily commutes. For necessary travel, employees are urged to consider sustainable options like car sharing and to limit trips to those essential for business needs. These combined efforts enable LMP to significantly curb greenhouse gas emissions while maintaining efficient, flexible operations.

**Sustainable Sourcing:** LMP is committed to sustainable sourcing by selecting materials that meet strict environmental standards, supporting a greener supply chain and reducing environmental impact. For example, conference supplies such as branded merchandise and packaging materials are chosen based on their recyclability, favouring items made from recycled or renewable resources. Additionally, LMP prioritises local sourcing to cut down on the emissions associated with long-distance transportation and to support regional suppliers who align with our sustainability values.

**Tree Planting Initiative:** Our tree planting programme not only supports reforestation but also contributes to carbon absorption. This year alone, we have planted 968 trees, which will absorb an estimated 86 tons of CO<sub>2</sub> over their lifetime. This initiative is a testament to LMP's commitment to balancing carbon emissions and contributing to a greener planet.

**Beehive Sponsorship:** Through our beehive sponsorship, LMP supports biodiversity and the critical role of pollinators. Our beehive, consisting of 18 frames of brood and 66 frames of honey, contributes to the health of local ecosystems. This initiative is not only about conserving bees but also about promoting ecological balance and addressing the decline in global pollinator populations.





## LMP's sustainability initiatives have a direct, measurable impact on the environment:

**Carbon Absorption through Tree Planting:** The projected absorption of 86 tonnes of CO<sub>2</sub> by the trees planted this year demonstrates our proactive approach to mitigating climate change.

**Biodiversity Support via Beehive Sponsorship:** The LMP Group Beehive plays a vital role in local ecosystems by fostering bee populations essential to plant pollination. Pollinators like bees are crucial for biodiversity and food security, and our beehive sponsorship reflects our commitment to conservation and ecological health.

## Future Commitments

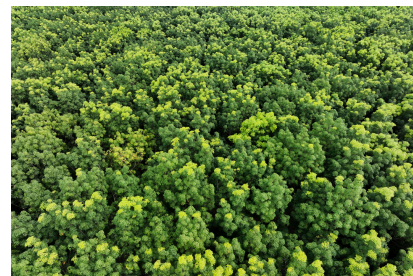
Looking ahead, LMP Group is committed to continuing and expanding its sustainability efforts with new and ambitious targets. Our future sustainability roadmap includes:

**Expanded Tree Planting Efforts:** In addition to current tree planting programmes, LMP Group will initiate projects both within the UK and internationally. By broadening our reach, we aim to enhance carbon absorption globally and contribute to reforestation efforts on a larger scale.

**Sustainability Education:** We recognise that awareness and education are essential to fostering a culture of sustainability. LMP will continue to offer training and resources to staff, stakeholders, and learners to encourage environmentally friendly practices in all aspects of life and work.

**Focus on 'Bees, Seas, and Trees':** Building on our success with existing programmes, LMP Group is committed to expanding sustainability initiatives to include the protection of marine and freshwater ecosystems. This aligns with our new 'Bees, Seas, and Trees' focus, which promotes a holistic approach to environmental stewardship, addressing the health of land, water, and air ecosystems.

**Commitment to Sustainable Sourcing:** As part of our commitment to environmental responsibility, LMP Group is actively working to increase the proportion of sustainably sourced materials across our operations. By prioritising eco-friendly sourcing, we aim to strengthen responsible procurement practices, reduce waste, and minimise our environmental impact over time.



# Future Plans and Goals

## Strategic Objectives

### Our future goals include:

- Expanding our programme reach to engage more people.
- Strengthening partnerships with businesses to enhance career pathways.
- Increasing our focus on mental health and well-being support for participants.
- To expand our sustainability practices across the organisation and with partners.



# Conclusion



This report illustrates LMP Group's unwavering commitment to creating lasting social, environmental, and economic impact. Over the past year, we have expanded our reach, empowered thousands of individuals and deepened our community ties through meaningful engagement and collaboration. By aligning our efforts with clear impact goals—focused on education, career development, environmental sustainability, and social responsibility—we continue to drive positive change across multiple sectors.

Our achievements, from distributing festive hampers to creating hundreds of new job opportunities and supporting educational pathways, highlight our dedication to inspiring ambition and encouraging resilience within the communities we serve. Our environmental initiatives, particularly in carbon reduction and biodiversity, further reflect our dedication to sustainability and a healthier planet for future generations.

As we look to the future, LMP Group is poised to deepen its impact by broadening its programme reach, enhancing mental health and well-being support, and expanding sustainability initiatives under the theme of "Bees, Seas, and Trees." These ambitions are backed by a dedicated team and invaluable partnerships, which reinforce our resolve to address the most pressing challenges facing our communities.

In closing, we thank our staff, learners, partners, funders, and all the participants who have contributed to making this year a success. Together, we are creating opportunities, nurturing potential, and building a brighter, more sustainable future for all.

Our journey continues, and with it, our commitment to leading with purpose, compassion, and an unwavering dedication to corporate social responsibility.





**LMP GROUP**

**Contact us today  
to make a difference tomorrow**

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 **Book a discovery call**

 **www.lmp-group.co.uk**



**We plant a tree for every learner we support**

**Community | Sustainability | Impact | Action**

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