



Give your PROFITS a PURPOSE

It is our belief that businesses can be a force for good. But there is a need to shift the focus from shareholder primacy to stakeholder capitalism. It is our mission to inform and inspire leaders to balance profits and purpose. We help leaders to fight their way out of short-termism and think about long-term equity and net positive economic, environmental & social impact

Certified



**This company meets the
highest standards of social
and environmental impact**

Corporation





We are a dedicated, boutique Sustainability Clinic, committed to create shared value...

based in Kuala Lumpur, Malaysia, supported by a Global Advisory Board and a credible resource network in the UK & India...

with a unique business model & a theory of change that balances profits & purpose.

Our Theory of Change

Collaboration | Commitment | Change

- Principles
- Outcomes
- Shared value



Free & Fair Access

Improved knowledge and skills to drive business ideas and growth in a sustainable manner



Systemic Inclusion

Increased opportunities to participate and contribute to positive environmental and social impact



Value Capacity

Enhanced ability and confidence to plan and take responsible business decisions, with strong orientation to sustainability



Stakeholder Engagement

Multiplier effect through established partnerships and progress.



Vision:
Mission:

Putting Profits to a Purpose & Leaving No One Behind
Collaborate with responsible businesses to empower MSMEs, disadvantaged & underserved communities, rural youth & women entrepreneurs for creating shared value and inclusive growth opportunities

SUSTAINABLE DEVELOPMENT GOALS





“Reflections will
bring you closer
to reality...”

Know where you are, strategise where you want to go,
plan the impact that you want to create.

- 1 Sustainability Leadership:**
We work only with sincere leaders who have either demonstrated their willingness or their capacity to **influence change in the way businesses operate today**
- 2 Beyond Doing Good:**
We educate & we inspire our clients to **understand the various aspects of Sustainability**, in the context of their business & multiple stakeholders
- 3 Inspiring Purpose:**
We partner with our employees to not just deliver on our mission, but **make their personal journey of impact & growth meaningful & fulfilling**
- 4 Stakeholder Inclusion:**
We equip & empower our stakeholders with ideas, resources, networks, & solutions to **demonstrate sustainability leadership & deliver positive impact**
- 5 Value Creation:**
We deploy **Visser's 36 Fundamental Elements of THRIVING** as a strategic proprietary tool, to help businesses through the **SIX GREAT TRANSITIONS** to a **THRIVING FUTURE**

Thriving shows how innovation can regenerate nature, society, and the economy by taking us from degradation to restoration of ecosystems, from depletion to renewal of resources, from disparity to responsibility in communities, from disease to revitalisation of health, from disconnection to rewiring through technology, and from disruption to resilience of infrastructure and institutions

“Thriving: The Breakthrough Movement to Regenerate Nature, Society, and the Economy by Wayne Visser”



Reality Check

- ✓ Sustainability Issues-Response Clinics
- ✓ Impacto Assessment & Audit
- ✓ Business Case Development & Articulation
- ✓ Independent Review of Sustainability Principles, Policies & Programmes



Strategic Interventions

- ✓ Sustainability Maturity & Progression Models
- ✓ Sustainability Governance
- ✓ Sustainable Roadmaps
- ✓ Target Setting: Methodologies, KPIs, Market Indices etc.



Capacity Building

- ✓ Sustainability & Business Context
- ✓ CSR & Sustainability Alignment
- ✓ Sustainable Supply Chain Management
- ✓ Impact Approaches & Matrix
- ✓ Carbon Footprint: Planning & Measurement



Tactical Support

- ✓ Stakeholder Engagement & Audits
- ✓ Materiality Assessments
- ✓ Implementation of Sustainability Programmes
- ✓ Project Development & Implementation Support



Reporting

- ✓ Sustainability & Integrated Reports
- ✓ Critique & Gap Analysis
- ✓ Strategy Formulation
- ✓ Message Development
- ✓ Copywriting
- ✓ Benchmarking with International Frameworks & Market Indices
- ✓ Carbon Footprint



We undertake financially-lucrative work to adopt and sponsor projects, people and causes that can have a beneficial influence in keeping with the four principles of our Theory of Change



Pilot AirKu Project is designed to help local communities build and manage safe drinking and sanitation system in water-stressed areas in Indonesia

The AirKu Project approach includes providing access to potable water, improve irrigation for small-hold farming and micro financing for entrepreneurial activities



HERO Education Program addresses the various issues facing the current generation of disadvantaged children, especially from rural/sub-urban areas

We aim to deliver content that is participatory, empowering, and emancipatory, providing pathways for individuals to think critically, work cooperatively, and build a socially-just world



Gender Empowerment Program addresses issues facing disadvantaged / underserved women in rural/sub-urban areas

The Gender Empowerment Program includes skills assessment and development, micro-financing solutions (WIP), and access to free and fair knowledge resources



SME Inclusion Program addresses the issues facing small businesses and entrepreneurs especially around responsible/sustainable practices

The SME Inclusion Program includes sustainability orientation, micro-financing / sustainable financing (WIP), and access to free and fair knowledge resources



Flagship:
SME Inclusion
Program

>20
large businesses covering
8 critical sectors
engaged on sustainable
practices and sustainability
reporting standards

Secretariat
hosted for CEO Action
Network & UN Global
Compact Network Malaysia
to engage and inspire
businesses on sustainability

>RM500,000
in sweat equity
invested in digital solutions
for SMEs to undertake
sustainability assessments

>300
hours dedicated to contribute
to industry platforms dedicated
to sustainability

2 Corp & Govt
partnerships
established
(customer - CIMB Group & apex
government institution -
MATRADE) to raise sustainability
awareness of critical SMEs

Pilot SME
adopted for a year of
zero-cost advisory to
improve sustainability
performance

FOCUS SDGs

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS



Flagship:
Women@Work
Initiatives

87%
of the resource-
reliance on female
workforce in MY,
2/3 female
representation
on the Board

**Future-Fit
Workplace
Shared Wealth
policy** that allows financial
independence and flexibility to
contribute to impact projects

>RM180K
Invested towards staff
enrichment and for
providing income
opportunities for
our workers

**Career
Enrichment
Policy**
to enable greater learning
and increase
income potential
by **100%**

FOCUS SDGs

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES



Flagship:
Sustainability &
HERO Education

RM300K
earmarked towards 2023-2025
(to knowledge and skills in
local communities / students
to promote sustainable
practices / development)

>400 hours
of orientation to

>150 export-ready SMEs
on sustainable &
responsible business practices

>RM20K
invested as seed
development of
HERO Education
Program

>RM200K
Invested in in-kind and in-
cash to support
community/industry initiatives
– technology, infra,
knowledge transfer and
sustainable business models

FOCUS SDGs



Flagship:
Pilot AirKu
Project

>RM30K
invested in building
Water Infrastructure in
stressed rural village of
Desa Bujak, Lombok
Island, Indonesia and to
support micro
environmental initiatives

**>22 families & 57
community
members**
are able to access potable water
through out the year

>44%
reduction in CO₂ from own
operations from use of
electricity from 2019 to
2020 (shifted to a virtual
office to manage footprint
in the long-term)



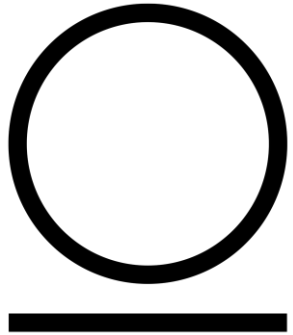
Stakeholder
Governance

**Board
Resolution**
passed on
stakeholder
governance for
beneficial influence
and positive ESG
impacts

B CORP
Certification
commitments &
Improvements

FOCUS SDGs





CLIENT CHARTER

1

Beyond Power Play & Position

3

True Sustainability Leadership

5

Right to say 'NO'

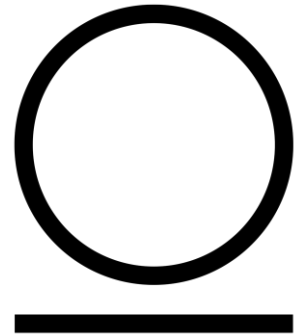
2

Partnership of Equals

4

Inclusive & Equitable All the Way

All individuals and clients associated with IMPACTO may submit their feedback to our Director, Ms. Veena P, who will be assessing the grievances and/or suggestions independently, free of bias, to submit recommendations to the Board. Email at veena@impacto.my



EMPLOYEE CHARTER

1

Individuals Before Employees

3

Practices Before Performance

5

'I' Before IMPACTO

2

Values Before Skills

4

Impact Before KPIs

When you work with us on your sustainability agenda, you will not only be contributing to our vision of driving profits with a purpose, but also demonstrate your commitment to responsible supply chain



Sustainability & Social Responsibility Assessor

With us, you can assess your business maturity and your current appetite for or ability to achieve positive performance in regards to corporate sustainability and responsibility. You can rely on our senior counsel and our commitment to hand-hold you all along



Certified GRI Reporting Specialist

You will find us extremely adept in not only understanding the GRI Principles and Indices, but also in interpreting and contextualising the metrics for specific sectors and based on the different levels of maturity in reporting



Applied Knowledge & Experience

You can rely on our knowledge and practical understanding of various sustainability reporting standards, benchmarks and market indices such as FTSE4Good, DJSI, and SUSBA (WWF) amongst others



Committed to Principles of UNGC

You will be working with a partner, committed to the principles and programmes under the auspices of United Nations Global Compact - the world's largest voluntary corporate sustainability initiative



HRDF Approved Trainer

You can build capacity of your internal teams and external stakeholders along your value chain with the support of our experts, who have rich experience in delivering practical workshops and issues-based clinics on sustainability

WHO WILL BE SUPPORTING YOU IN YOUR MISSION?



Women @ Work

We believe in the value of gender equity and empowerment. Our local women champions come from diverse backgrounds, who are all committed to our sustainability mission. By working with us, you will be lending your voice and support for the underserved, but stronger of the sexes.



Global Advisory Board

We are able to provide the benefit of our global advisory board, with well-renowned subject matter experts and hands-on practitioners. While the local champions will acclimatise you to the landscape and trends in domestic market/s, our global experts will equip you with international best practices, allowing you to think ahead of the market, prepare for the challenges and demonstrate sustainability leadership.



WHOM HAVE WE BEEN ASSOCIATED WITH?



Sustainability Orientation; Materiality Assessments;
Embedment; Reporting; Communications;
Sustainability Issues Counsel; Target Setting; Programme
Development & Implementation Support; Capacity Building
& Coaching for Malaysia and ASEAN/Global markets



Sustainability / Integrated Reporting, Environmental
Research & Documentation, Materiality Narratives and
Leadership Positioning



Academic Assessments for
Professional Sustainability Courses



Secretariat: Member' Onboarding &
Engagement, Strategic & Content
Advisory, Sustainability Leadership



VBIAF Sectoral Guidelines for
Oil & Gas, Construction & Infrastructure
& Manufacturing



Sustainability – Capacity Building
for SMEs.



PRINCIPLES FOR
RESPONSIBLE
BANKING



STANDARDS
MALAYSIA



Ministry of Power, Energy
and Mineral Resources



National & International policies and advocacy work for
various government and private institutions



As sustainability advocates, we spend half the time helping companies along their sustainability journeys and the other half carrying out impact projects throughout developing Asia

When you partner/work with us on your sustainability agenda, you will not only be contributing to our vision of driving profits with a purpose, but also demonstrate your commitment to responsible supply chain

For any additional information or clarification, please write to us at impacto@impacto.my

Visit our website <https://www.impacto.my>

Certified



**This company meets the
highest standards of social
and environmental impact**

Corporation

**“In our every deliberation,
we must consider the **impact** of our
decisions on the next seven generations.”**

(The Great Law of the Iroquois Confederacy)

