

ESG Report

Henderson
Loggie **III.**



2nd Edition

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Foreword from David Smith, Managing Partner

I am proud to introduce Henderson Loggie's second ESG Report, which reflects the progress we have made and the ambitions we continue to pursue. Over the past year, we have strengthened our commitment to building a firm that delivers lasting value, not only for our clients, but also for our people, our communities, and the environment.

Our independence as an owner-managed firm allows us to remain purpose-led, prioritising sustainability and long-term impact. This year we have invested in modern, wellbeing-focused workplaces and expanded the HL Academy to support professional growth, and continued to champion diversity, inclusion, and wellbeing across the firm.

I am delighted that these efforts have been recognised through our accreditation as a Great Place to Work™, with employee engagement scores well above the UK average.

This achievement reflects the strength of our values, the dedication of our people, and the positive workplace culture we continue to build together. At the same time, our commitment to clients has been reinforced with our Net Promoter Score of 61 (23 points above industry average), significantly outperforming the UK accountancy sector average. These results demonstrate that our focus on people and purpose is directly driving stronger relationships and better outcomes.

Through the Henderson Loggie Charitable Foundation, we have raised funds and awarded grants to organisations making a real difference in our communities. Our colleagues have dedicated hundreds of hours to volunteering, from supporting foodbanks and schools to repairing Scotland's walking routes, showing that our values extend far beyond the office.

We also recognise our environmental responsibility. With our second Carbon Baseline Report, we have deepened our understanding of our footprint and set a clear Net-Zero target for 2040, five years ahead of Scotland's national goal. Transparency, accountability, and action will continue to guide our journey.

This report is more than a record of achievements; it is a statement of intent. We are committed to building a stronger, more sustainable future, one where our people thrive, our clients succeed, and our communities flourish. I am grateful to everyone across Henderson Loggie who has contributed to this journey, and I look forward to the impact we will continue to make together.



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About Henderson Loggie

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Key Facts and Figures



★
78%

Rated us as Great Place to Work™

*Compared to 54% of employees at a typical UK based company



61

Net Promoter Score

*23 points above UK accountancy sector average



PrimeGlobal

Members of association of independent advisory & accounting firms



£14.5m

Turnover



4

Offices in Aberdeen, Dundee, Edinburgh & Glasgow



172

Employees



18

Partners

Henderson Loggie
Charitable Foundation

**Established
2024**



**Cyber and Fraud
Centre Scotland**
M E M B E R



Our Journey

Our growth journey is not just about financial success, it's about creating long-term value for our people, clients, and communities.

We're proud to report a 13% increase in annual turnover, reaching £14.5 million for the year ending March 2025. Over the past six years, our renewed strategic vision has enabled us to more than double turnover and nearly triple profits, allowing us to reinvest in areas that matter most: our workforce, infrastructure, and community engagement.

In a market where many accountancy firms have been absorbed by private equity or consolidation, we've chosen to remain independent and owner managed as a deliberate strategy. This gives us the freedom to prioritise sustainability, ensuring that our growth benefits not only our firm but also the wider society.

By staying true to our purpose-led approach, we are building a future-focused firm with a strong internal culture, entrepreneurial thinking, and a commitment to ESG principles.



13%

Growth in annual turnover



190

Partners and staff across
Scotland



Investing in our Workplaces

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New Office in Edinburgh

In February 2025, we relocated our Edinburgh team to a new office at The Stamp Office on Waterloo Place, a move that reflects both our sustained growth and our long-term vision for the firm.

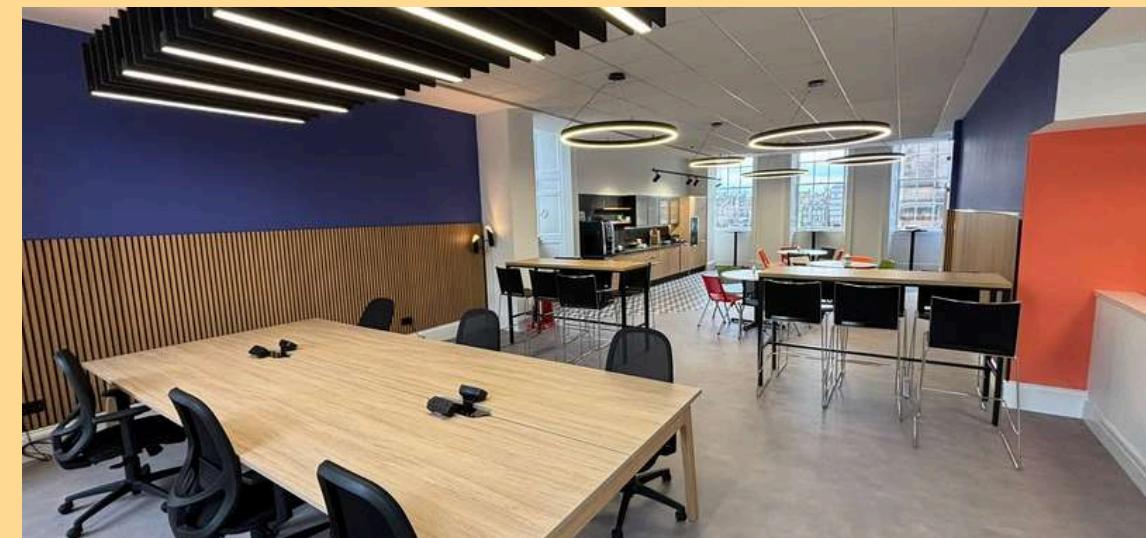
The building has been recently upgraded with a strong focus on sustainability and wellbeing, proudly achieving an EPC A energy rating. This aligns with our carbon reduction goals and provides a modern, environmentally responsible workplace. By choosing a space that prioritises energy efficiency, we are actively reducing our environmental impact while creating a healthier environment for our people.

Our new office includes a dedicated events and training space, supporting professional development and industry engagement. Additionally, the provision of Peloton bikes and a wellness room offering a private, quiet space for rest and reflection, underscores our focus on employee health and wellbeing.



“ Our recent office moves are more than a change of address, they demonstrate our commitment to a sustainable, people-centred firm. By choosing modern, energy-efficient spaces that prioritise wellbeing and collaboration, we're creating environments where our teams can thrive and deliver lasting value for our clients.”

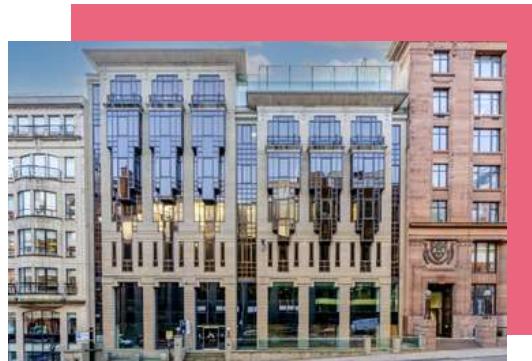
- Shona Campbell, Chair & Head of Business Recovery & Insolvency



New Offices in Glasgow & Aberdeen

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Glasgow



In October 2025, we strengthened our presence in the West of Scotland with a move to Kirkstane House on St Vincent Street, Glasgow. This modern workplace is designed to foster collaboration and productivity, featuring an on-site gym, dedicated collaboration zones, an outdoor terrace, and a recovery suite equipped with an ice bath and sauna, all aimed at promoting health, wellness, and team engagement.

To support this growth, we welcomed Matthew McDermott as Director in our Accounting & Business Solutions Team. Matthew joins a strong group of senior leaders in Glasgow, further enhancing our ability to grow the business and deliver for our clients.



Aberdeen



After 20 years and three office moves in Aberdeen, we relocated to Marischal Square, securing a modern city-centre address with excellent collaboration and meeting facilities.

Together, these moves across three of Scotland's largest cities represent more than physical expansion. They reinforce our long-term vision to build a stronger presence across Scotland, ensuring we have the right people and the right spaces to deliver exceptional service and lasting value to businesses and individuals alike.



Investing in Our People

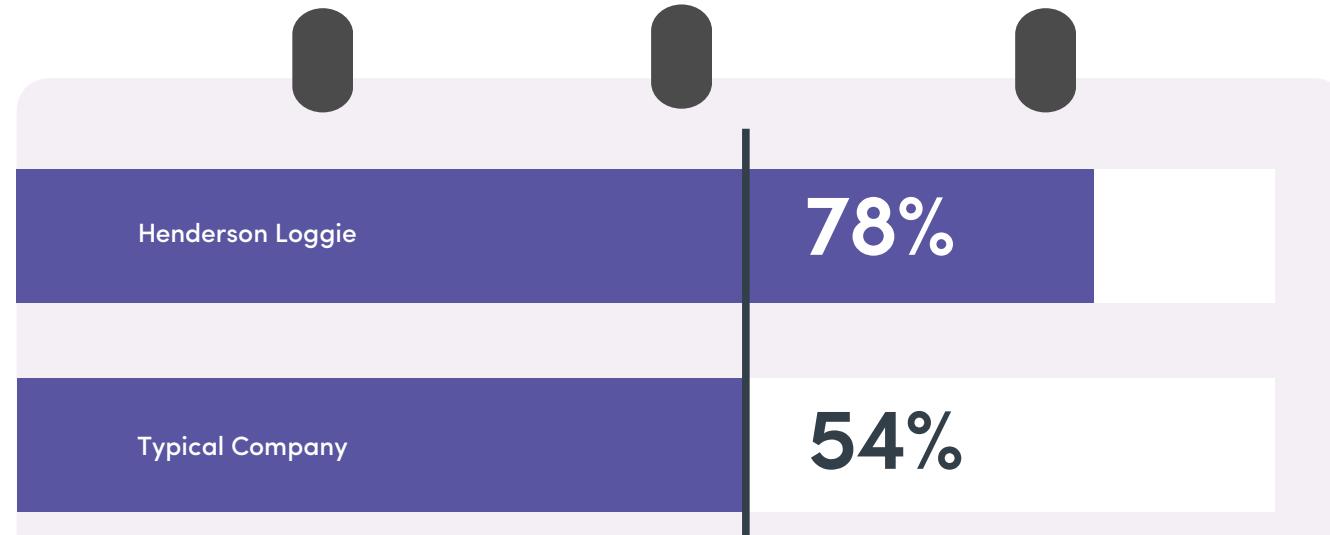
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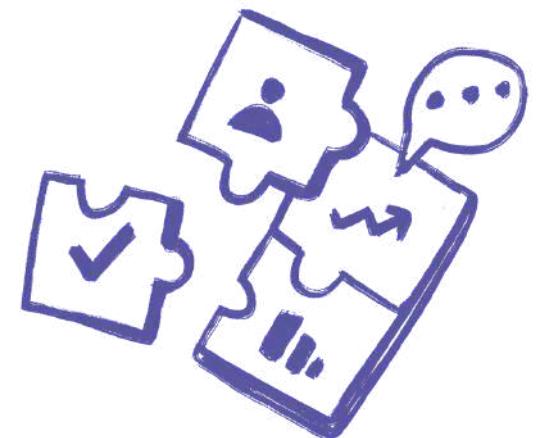
Great Place to Work™

In November 2025, we were accredited as a Great Place to Work™. This achievement reflects the strength of our values, the dedication of our people, and the positive workplace we continue to build as a team.

We're really proud of this milestone and will keep learning and growing to continue to create a great environment for our people to thrive.



*Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.



We invested 6,407 hours in learning and development for our people. We have partnered with leading training providers such as MBL, Mercia, and 3QHub to provide external support. We continue to support professional qualifications through AAT, ATT, CTA, ACCA, ICAS, and IIA, ensuring robust pathways for talent development.

We have also continued to develop strong partnerships with education providers such as Dundee & Angus College and the University of Dundee. We are extending this approach to education providers in Edinburgh and recently hosted students from Broughton Primary School and students from various East Lothian schools at our Edinburgh Office.



6,407

Hours of professional development



317

Performance Development Reviews (PDR)
supporting career progress and development

These initiatives reflect our commitment to building skills, supporting career progression, maintaining the highest standards of professional excellence, and leaving a legacy in our local areas.

We continued to invest in our Performance Development Review (PDR) process, completing 317 PDRs during the year. This structured approach ensures every colleague has clear objectives and opportunities for progression. Alongside this, we enhanced our job profile framework, creating role clarity and supporting succession planning. These initiatives are critical to building future talent pipelines, enabling us to identify high-potential individuals and provide targeted development opportunities.



28

HL Academy Courses

Covering a range of skills such as Building Resilience, Report Writing, Management Essentials, Team Building and Personal Effectiveness.

New Trainees

Building Careers

As part of our continued commitment to developing the next generation of professionals, we expanded our trainee intake to 14 in 2025.

Our new trainees include graduates, a modern apprentice, and early career trainees. Based across our Edinburgh and Dundee offices, gaining hands-on experience in departments such as Audit, Tax, Internal Audit, Business Recovery & Insolvency, Corporate Finance, and Forensic Accounting. In addition, one of our modern apprentices has progressed to a Graduate Apprenticeship in Business Management, bringing the total number of employees working toward professional or recognised qualifications to 56.

Training and development are delivered through our HL Academy, which this year has grown to include Thrive – a development initiative designed to support qualified professionals in building advisory and leadership skills. Over the past year, five colleagues have progressed into management positions through this programme.



“ Developing the next generation of professionals is central to our strategy. We are proud to support our trainees as they begin their careers and equally proud of the progress our qualified staff are making through the Thrive programme. We now have 56 people training towards recognised qualifications and are investing heavily in the future of our business and the profession in Scotland.

- Fiona Doctor, Partner & Head of People



PrimeGlobal Leadership Programme

We sponsored two Directors to attend the PrimeGlobal Leadership Development Programme, designed to strengthen executive leadership skills whilst fostering trusted relationships and growth opportunities across PrimeGlobal.

Life at Henderson Loggie

Connection and collaboration

We believe that work should be more than just a job. It should be a place where people feel valued, connected, and inspired to thrive. Our social initiatives play a key role in creating a supportive environment that strengthens relationships across the firm.

We host a variety of activities that bring our people together, from our Staff Conference, festive celebrations like our annual winter party, to team-building experiences such as escape rooms and laser tag. Monthly office lunches and staff drinks, quiz nights and team events outside the workplace help foster genuine connections and a sense of belonging.

Initiatives such as step challenges encourage healthy habits with some friendly team competition, while bake sales and surprise treats, for example, our pop-up ice cream station in summer and mince pie station in winter, help create a fun working environment too.

Beyond the office, we offer sporting activities too, including golf, running and badminton.



Clubs and activities



Young Professionals Events

We're passionate about creating opportunities for young professionals to connect, collaborate and grow. Our Young Professionals events in Edinburgh and Dundee are designed to bring together early-career individuals from a range of industries, helping them build networks and friendships that will support them as they progress through their careers.

These events offer a relaxed and enjoyable setting where attendees can meet others at similar stages of their professional journey without the pressure often associated with traditional networking. Each event is unique, with activities chosen to encourage natural conversation and connection.



In 2025, we partnered with organisations including NCR Atleos and Thorntons Law LLP to host events at The Paddock in Dundee where guests enjoyed darts, refreshments, and plenty of friendly competition. We've also hosted wine-tasting evenings, chocolate making and crafting sessions in collaboration with local partners, giving attendees a chance to unwind and connect over shared experiences.

Through these events, we're continuing to foster a sense of community and collaboration among Scotland's young professionals, helping them build meaningful relationships and confidence that will serve them throughout their careers.



Environmental Commitment

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Carbon Baseline Report

We have continued to build on our environmental commitments with our second Carbonbaseline Review Report, prepared in partnership with Boxfish. This year's assessment covers the period from 1 April 2024 to 31 March 2025 and reflects our understanding of our carbon footprint across all operational scopes.

Scope Breakdown

- Scope 1 (Direct): 1.5 tCO₂e – Primarily from natural gas use in our former Aberdeen office
- Scope 2 (Indirect): 23.3 tCO₂e – Electricity consumption across offices
- Scope 3 (Value Chain): 246.4 tCO₂e – Includes commuting, business travel, waste, and leased assets

Notably, staff commuting (164.3 tCO₂e) and service charge gas (56.8 tCO₂e) were the largest contributors within Scope 3. These areas will be key targets for future reduction strategies.

Key Highlights

- Total Emissions (All Scopes): 271.3 tCO₂e
- Mandatory Scope Emissions: 46.3 tCO₂e
- Annual Revenue: £14.5M
- Intensity Metric (All Scopes): 18.58 tCO₂e/£M
- Intensity Metric (Mandatory Scopes): 3.17 tCO₂e/£M

Compared to previous years, our mandatory scope emissions have decreased, while total emissions rose due to expanded Scope 3 reporting. This reflects our commitment to transparency and a more complete picture of our environmental impact.

Net-Zero Commitment

As a company, we have voluntarily aligned our reporting with SECR and ISO 14064-1 standards, despite not being legally required to do so.

We have set a Net-Zero target for 2040, five years ahead of Scotland's national goal.

Year-on-Year Comparison

- Electricity consumption dropped by 11.6% compared to the baseline year, and emissions fell by 5.4%.
- Gas emissions from directly managed sites fell by 70% due to office relocation and improved energy sourcing.



Progress & Next Steps

Silver Certification

We have been awarded a Boxfish silver rating for our Carbon Baseline Report, on track to qualify for gold in upcoming years. What does this mean?

- Met all Bronze level criteria
- Mandatory scopes assessed + key Scope 3 categories evaluated (e.g. business travel, upstream transport, waste)
- Demonstrated reduction in intensity metric of at least 10% vs baseline
- Mandatory scope net-zero target defined and roadmap developed



Year-on-Year Trends

- Mandatory Scope Intensity: Down from 4.28 to 3.17 tCO₂e/£M
- All Scope Intensity: Up from 9.81 to 18.58 tCO₂e/£M

The decrease in mandatory scope intensity reflects improved carbon efficiency relative to turnover. The rise in all-scope intensity is expected and welcomed, it's driven by broader Scope 3 data coverage, which enhances accuracy and accountability.

Reduction Target

Boxfish recommends a 10% reduction in emissions intensity over the next reporting period. This target will be refined as part of our Net-Zero 2040 roadmap.

Recommended Actions

1. **Greener Energy:** Explore renewable electricity tariffs with landlords
2. **Expanded Scope 3 Reporting:** Include digital emissions and supplier impacts
3. **Staff Training:** Build awareness and empower internal sustainability champions
4. **Sustainable Travel Policy:** Formalise guidance for commuting and business travel
5. **Public Disclosure:** Share emissions data and progress on our website

These steps will help us reduce emissions, strengthen our ESG credentials, and align with Scotland's Net-Zero 2045 target.

Delivering a Remarkable Customer Experience

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Net Promoter Score

At the start of 2025, we conducted a comprehensive customer feedback survey, and we are proud to share that our Net Promoter Score (NPS) is 61, significantly outperforming the UK accountancy sector average of 38. This achievement reflects the strength of our client relationships and the trust placed in our services.



What is a NPS?

Net Promoter Score (NPS) is a globally recognised metric for measuring customer loyalty and satisfaction. It is based on one simple question:

“ How likely are you to recommend our products or service to a friend or colleague? ”

Customers respond on a scale from 0 to 10 and are categorised as;

- Promoters (9–10): Loyal enthusiasts
- Passives (7–8): Satisfied but unenthusiastic
- Detractors (0–6): Detractors

The score is calculated by subtracting the percentage of detractors from the percentage of promoters.

Net Promoter Score is more than a customer satisfaction metric; it's a strong predictor of future growth and loyalty and helps create a feedback loop that improves service quality and strengthens relationships.

2025 Firmwide Staff Conference

Our annual Henderson Loggie Staff Conference is more than a date in the calendar, it's a cornerstone of how we connect as a firm. It gives us the space to step away from day-to-day work, come together as one team, and focus on the bigger picture: our purpose, our culture, and the impact we want to make for our clients and communities.

This year, we continued the theme of "Remarkable Customer Experience" because it's at the heart of everything we do. Last year's conversations sparked a shared understanding that delivering remarkable service isn't just about technical expertise, it's about mindset, collaboration, and consistency. By revisiting this theme, we reinforced that remarkable service is not a one-time initiative but an ongoing commitment that shapes how we work every day.

The conference is important because it aligns us around common goals, celebrates achievements, and challenges us to raise the bar. It's a chance to share ideas, learn from experts, and hear from each other, building a culture where everyone feels empowered to deliver outstanding experiences for our clients.



The day began at Dynamic Earth in Edinburgh with an inspiring keynote from Linda Moir, a renowned customer experience and employee engagement expert. Drawing on her experience with Virgin Atlantic and the London 2012 Olympics, her insights set an energetic tone and highlighted the importance of service, purpose and people.

Throughout the day, we celebrated achievements and shared ideas through internal presentations, team updates, and strategic insights from the Board. We also heard from our Charitable Foundation, showcasing the meaningful ways we're giving back to our communities. The afternoon sessions deepened our understanding of what delivering "Remarkable Customer Experience" really means.

Closing the day, we were privileged to hear from Allistair McCaw, elite performance coach and best-selling author. With experience coaching Olympians, world champions, and corporate leaders, Allistair delivered powerful lessons on mindset, leadership, and building a winning culture.

The conference reminded us why we do this: to align as one team, celebrate progress, and commit to delivering a remarkable customer experience for our clients every day.



International Partnership

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Our Membership of PrimeGlobal

Since 2010, Henderson Loggie has been committed to enhancing our clients' access to global expertise and resources. As a member of PrimeGlobal, an association of 316 independent accounting and business advisory firms across 120 countries, we are part of a dynamic network that empowers firms to meet the evolving needs of clients worldwide. PrimeGlobal's member firms collectively employ over 53,755 professionals across more than 1,271 locations, offering a broad spectrum of services including audit, tax, accounting, financial planning and business advisory.

This partnership allows Henderson Loggie to leverage a vast pool of knowledge and experience, enabling us to provide high-quality, internationally informed solutions to our clients. Through PrimeGlobal, we gain access to a wealth of resources, technical capabilities, and collaborative opportunities that enhance our service offerings and professional development. This global collaboration aligns with our commitment to delivering exceptional value and staying connected to the broader business community, reinforcing our dedication to professional excellence and client success.

This year our team were actively engaged with the PrimeGlobal Community by attending conferences in the UK, Europe, USA, and Asia, delivering presentations alongside some of our clients at the World Summit in Bangkok, Thailand, Business Leadership Forum in Bristol, UK, Technical Forum in Nice, France and the UK Managing Partners Forum in London.



Newcastle, UK



Denver, Colorado



Bangkok, Thailand



Nice, France

Leaving a Legacy in Our Communities

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Henderson Loggie Charitable Foundation SCIO



The Henderson Loggie Charitable Foundation SCIO became a registered Scottish charity on 10th June 2024.

The foundation's purpose is to provide relief to organisations that help individuals facing challenges such as age-related issues, ill-health, disability, financial hardship, or other disadvantages.

The foundation's efforts are led by a dedicated group of volunteer employee Trustees, their role to ensure that funds are directed effectively to those most in need, in line with the purpose of the charity. The goal of the foundation is to create lasting, positive change and offer essential assistance to vulnerable populations, reinforcing our commitment to social responsibility.



“ The Henderson Loggie Charitable Foundation is a vital part of our commitment to social responsibility. Since becoming a registered Scottish charity in 2024, we have focused on supporting organisations that make a real difference to people facing age-related challenges, ill-health, disability, financial hardship, and other disadvantages. Guided by our dedicated volunteer employee Trustees, we are proud of the positive impact we are already making in communities across Scotland. Looking ahead, our ambition is to grow the Foundation further, ensuring that we can continue to provide meaningful support and create lasting change for those who need it most.

- Jacqueline Watson
Chair of Henderson Loggie Charitable Foundation



Henderson Loggie Charitable Foundation Trustees:

Back row (left to right): Roz Tippett, Lisa Gallacher, Mark Scott, Susan Pattison, Andy Campbell, Claire Lindsay, Jacqueline Watson
Front row (left to right): Margaret Linn, Avril Craig

Henderson Loggie 
Charitable Foundation



**CELEBRATING ONE YEAR OF THE
HENDERSON LOGGIE
CHARITABLE FOUNDATION**



October 2025

Raised £5,333 at The Courier Business Awards 2025, as the official charity partner of the awards for 2025.

May-June 2025

£10,434 awarded to five charities across Scotland.

December 2025

£794 raised at our firm-wide Christmas Party.

Beneficiaries of the Foundation

In 2025, the Henderson Loggie Charitable Foundation awarded £10,434 in grants to five charities across Scotland. These grants were carefully allocated to organisations that align with the Foundation's purpose: supporting individuals facing challenges such as age-related issues, ill-health, disability, financial hardship, or other disadvantages.

Summary of Grants Awarded:

- ▶ Togs for Tots, a clothing bank supporting children from low-income families, received £2,000 to purchase 130 pairs of shoes for children living in deprived areas of Dundee and Angus. This support helps ensure dignity and access to essential clothing for families most in need.
- ▶ The Yard, which offers inclusive play experiences and support services for disabled children and their families were awarded £2,434 to fund six height-adjustable tables. These tables enable wheelchair users and children of different heights to take part fully in everyday activities such as arts and crafts, lego sessions and shared meals.

- ▶ Compass Therapy Support, provides support for individuals living with neurological conditions. The charity received £2,000 to provide 50 rehabilitation sessions or 286 oxygen therapy sessions for people living with neurological conditions, improving wellbeing and quality of life.
- ▶ Light Up Learning, provides one-to-one mentoring for high school students. We awarded £2,000 to deliver 83 one-to-one mentoring sessions for high school students from disadvantaged areas, helping them improve academic outcomes and develop life skills.
- ▶ Care for Carers, a voluntary organisation supporting unpaid carers received £2,000 to run workshops for unpaid carers, offering respite and peer support in a safe and welcoming environment.

By building on the success of our first year of grant giving, our aim is to reach more organisations and strengthen the positive impact we can make on our communities.



Care for Carers
Supporting people who care for others

Foundation Fundraising - Kiltwalk 2025

Together with our friends and families, 37 people donned their tartan, laced up their boots, and stepped out for the Dundee and Edinburgh Kiltwalks in support of the Henderson Loggie Charitable Foundation.

Thanks to the generosity of 147 supporters, we raised £4,401.33, which will go directly to organisations that support individuals facing challenges such as ill health, disability, financial hardship or other disadvantage.

By taking part in the Dundee and Edinburgh Kiltwalks, our team demonstrated how small steps can create lasting impact.

The funds raised will enable the Henderson Loggie Charitable Foundation to continue supporting organisations that provide essential services to those most in need, reinforcing our commitment to building stronger, healthier, and more inclusive communities.

Money Raised
£4,401.33



Volunteering with Purpose

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Edinburgh North Foodbank and Cyrenians

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Volunteering is vital to our purpose. In 2024, we created a volunteering policy, which gave all our colleagues one day of volunteering leave per year.

Since then, 594 hours have been donated to charities and organisations, including:

- BrawTea Cafe
- Cancer Research UK
- Cyrenians
- Dundee & Angus Foodbank
- Dundee & Broughty Ferry Art Society
- Dundee Bairns
- Dundee & Angus Food Train
- Edinburgh NE Food Bank
- Environmental beach cleans of Portobello & Broughty Ferry Beaches
- Kanzen Karate
- Norton Park
- Outdoor Access Trust For Scotland
- Rise
- Rufeweegie Volunteering Day
- Togs for Tots


594

Hours of volunteering

Edinburgh North East Foodbank

The Edinburgh North East Foodbank provides vital support to people in crisis across the EH6 and EH7 areas, distributing emergency food to thousands of local families each year. Since 2014, the foodbank has delivered more than 414 tonnes of food to over 44,000 individuals, including 5,223 parcels in the past year alone. Recently, members of our Edinburgh team joined their winter collection at Tesco Leith, lending a hand to gather and sort donations that will make a real difference to those most in need.



Cyrenians FareShare Depot

Cyrenians is a long-established Edinburgh charity dedicated to preventing and alleviating homelessness. Through its FareShare depot, the organisation rescues surplus food from retailers and redistributes it to community groups and charities across the city, ensuring good food reaches those who need it most. Our team supported this mission by volunteering at the depot, where we helped to sort and pack donations for redistribution.



Norton Park and Dundee & Angus Foodbank

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Norton Park

Norton Park is a charitable organisation that supports Edinburgh's diverse network of non-profit groups by providing high-quality, affordable office and meeting space. By offering accessible and professionally managed facilities, Norton Park helps charities and social enterprises operate efficiently and focus their resources on delivering community impact. The centre also encourages collaboration among tenants, creating opportunities to share knowledge, strengthen connections, and enhance wellbeing.

Alongside its office space, Norton Park offers affordable, wheelchair-accessible spaces used by community groups, non-profits, and local businesses for meetings, training sessions, and events. Income generated through venue hire is reinvested directly into supporting the voluntary sector, ensuring continued access to safe, inclusive, and sustainable space. Guided by its mission, Norton Park aims to empower a strong and adaptable voluntary sector that can deliver meaningful and lasting benefits across Edinburgh.



“ I use my volunteering time to support my role as Trustee and Treasurer at Norton Park SCIO. It has been an incredibly rewarding experience, working with an experienced Board of Trustees to make strategic decisions and ensure we fulfil our responsibilities. I draw on my financial background to review quarterly management accounts.

- **Keri Ritchie, Manager**
Accounting & Business Solutions



“ Volunteering at Dundee Foodbank gave me a real insight into the vital work they do every day. Helping organise and weighing stock was a small contribution, but it highlighted the dedication of the team and the difference they make to our community.

- **Holly Shields**
Marketing Assistant

Dundee & Angus Food Bank

Dundee & Angus Foodbank is a charitable organisation that provides essential emergency food supplies to individuals and families facing hardship.

As part of the nationwide Trussell Trust network, Dundee foodbank helps people who have been referred by professionals such as doctors, social workers, and local charities. These referrals are typically made when someone is facing an immediate financial crisis, often due to issues like unemployment, benefit delays, low income, or unexpected expenses.

As part of our volunteering programme, our staff regularly volunteer at Dundee & Angus Foodbank, getting involved in various tasks such as packing donations, and organising inventory.

Our volunteering has also involved handing out flyers at local supermarkets to try and encourage shoppers to buy an extra item of food as part of their shopping to donate to the foodbank, which was very successful for the foodbank.

Volunteering at Dundee & Angus Foodbank has a direct positive impact on the charity in terms of extra resource to support the foodbank, but it also provides our staff with an opportunity to connect with our local communities and gain a deeper understanding of the challenges faced by those struggling with poverty and food insecurity.

Outdoor Access Trust for Scotland, Dundee Bairns and Rise

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Dundee Bairns

Founded in 2017, Dundee Bairns was established in response to the growing challenges of child poverty and holiday hunger in Dundee. The charity began as a school holiday meal programme, created by former Dundee City Council Chief Executive, David Dorward, who recognised the need to ensure that no child goes hungry outside of term time. Since its early days, Dundee Bairns has expanded its reach to include a range of initiatives aimed at supporting vulnerable children and families, ensuring access to essential resources and opportunities across the city.

Our team spent the day volunteering with Dundee Bairns, preparing sports kits for children who may not otherwise have the clothing or equipment needed to take part in school sports and clubs. Supporting initiatives that ensure every child can access and enjoy sport, regardless of financial barriers is a cause we are proud to support.



Outdoor Access Trust For Scotland

The Outdoor Access Trust for Scotland is a charitable organisation dedicated to improving and maintaining outdoor access routes and infrastructure across the country. With a focus on protecting and enhancing paths, trails, and natural environments, Outdoor Access Trust ensures that people can responsibly enjoy Scotland's diverse landscapes, from mountains and forests to coastal areas and historic sites.

Working in collaboration with local communities, landowners, government bodies, and conservation organisations, the trust promotes sustainable access to Scotland's natural heritage. Our team contributed to this mission by spending a day repairing popular walking and hiking routes impacted by erosion and heavy use, helping to preserve them for future generations.

RISE

Rise is a UK-wide initiative that promotes social mobility by providing 14–16-year-old students from low socio-economic backgrounds with workplace exposure and essential skill development. Through curriculum-linked workshops delivered in schools by employer volunteers, Rise helps bridge the gap between education and employment. By offering practical experiences, mentorship, and early insight into career pathways, the programme builds confidence, ambition, and employability skills.

Our team contributed to this mission by volunteering at workshops in Bertha Park High School in Perth and Leith Academy in Edinburgh, supporting pupils to develop self-awareness and key skills for their future careers through curriculum-linked activities.

Supporting Ice Dundee



Ice Dundee is a local community organisation dedicated to empowering young people through sport, education, and mentorship. Alongside providing high-quality skating facilities, Ice Dundee offers programmes that help young people build confidence, resilience, and life skills both on and off the ice. The organisation also runs community events, tournaments, and workshops to engage the wider public and promote inclusivity, fostering strong community bonds across Dundee.

As home to some of Britain's top ice skaters, Ice Dundee has ambitious plans to become the UK's leading centre of excellence for aspiring Olympic athletes. We are proud to have supported Anastasia Vaipan-Law and Luke Digby, four-time consecutive British Pair Skating Champions, on their journey to the 2026 Winter Olympics for the past five years.

Last season was a standout for the pair, as they broke the British record once again with 188.67 points, achieved their best-ever placements of 5th at the European Championships and 12th at the World Championships, and secured an Olympic spot for Great Britain, a lifelong dream for Ana and Luke.

Our support enables them to follow a demanding training and competition schedule, covering essential costs such as travel, equipment, and access to elite coaching, ensuring they can focus fully on achieving their Olympic goals. In turn, Ana and Luke inspire the next generation through their coaching in the Ice Dundee Schools Programme. Since its launch in 2021, the programme has taught over 8,000 children across Dundee and surrounding areas how to skate, completely free of charge, with bus transport included, breaking down barriers and making sport more accessible for all.

By helping Ana and Luke, we are also investing in the creation of pathways for young talent to progress in the sport, ensuring a lasting legacy for ice skating in the UK. We are delighted to partner with Ice Dundee and to support the incredible work they do in nurturing both community engagement and Olympic ambition.

Reached the 2026 Winter Olympics



Technology Governance

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Technology Governance

Chief Technology Officer

In 2025 we welcomed Melissa Fogwill as Henderson Loggie's first Chief Technology Officer. This newly created role reflects our commitment to innovation, security, and delivering exceptional client experiences. As CTO, Melissa will focus on building a secure and scalable technology ecosystem that empowers our people and enhances the value we deliver to clients.

Her appointment marks an exciting step forward as we continue to evolve, ensuring our technology and data capabilities remain at the forefront of the professional services sector.



Melissa Fogwill | Chief Technology Officer

Member of Cyber & Fraud Centre Scotland

We joined the Cyber and Fraud Centre Scotland which provides access to national cyber experts, real-time threat intelligence, incident response support, and ongoing staff training through online sessions and events at Abertay University's CyberQuarter.

Becoming a member supports our wider strategy to embed digital resilience in both our internal operations and client services.

Cybersecurity is fundamentally about maintaining trust in our technology infrastructure and this initiative equips us to better protect our systems, our people, and our clients.

Through CPD-accredited training, networking opportunities, and rapid-response support, we're proud to take a proactive, intelligence-led approach to managing cyber risks alongside other forward-thinking organisations in Scotland.



Cyber Essentials Certified

We're proud to have achieved our Cyber Essentials certification, a UK Government-backed standard that shows we've put strong protections in place against common cyber threats.

This certification highlights our commitment to:

- Protecting client and company data
- Reducing risk with trusted cybersecurity practices
- Building confidence through robust compliance



Workforce Data and Insights

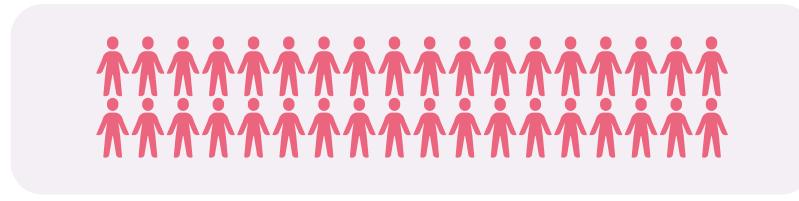
Henderson
Loggie 



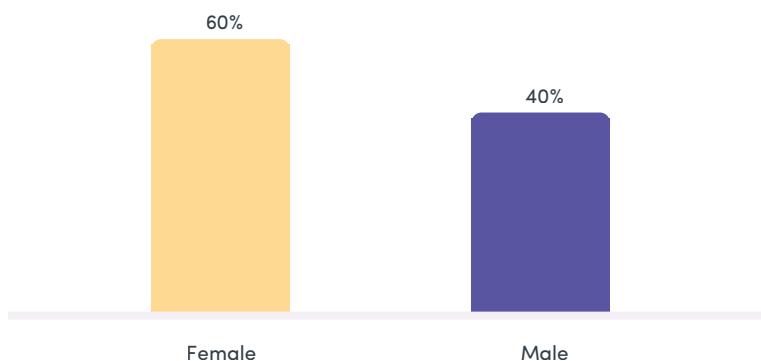
Workforce Data and Insights

As part of our ESG journey we continue to gather important data on employee demographics in particular; pay equity, job creation and gender split. We are also continuing to gather data which helps us set and track diversity, equity, and inclusion (DEI) information.

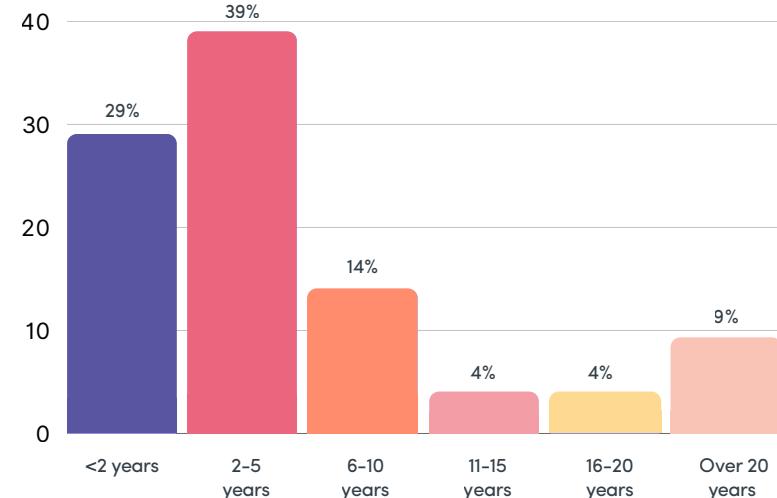
36 Jobs Created
in 2024/25



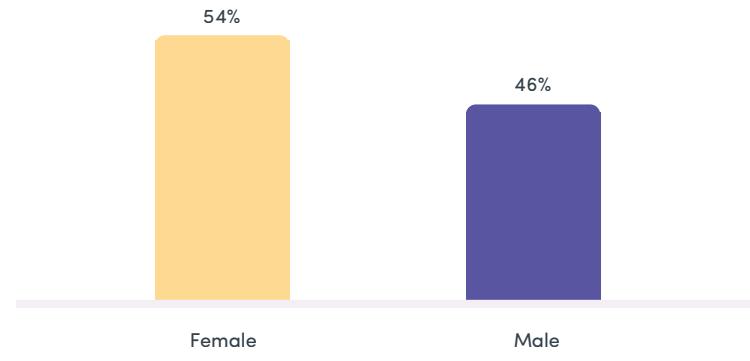
Employees Split by Gender 2024/25



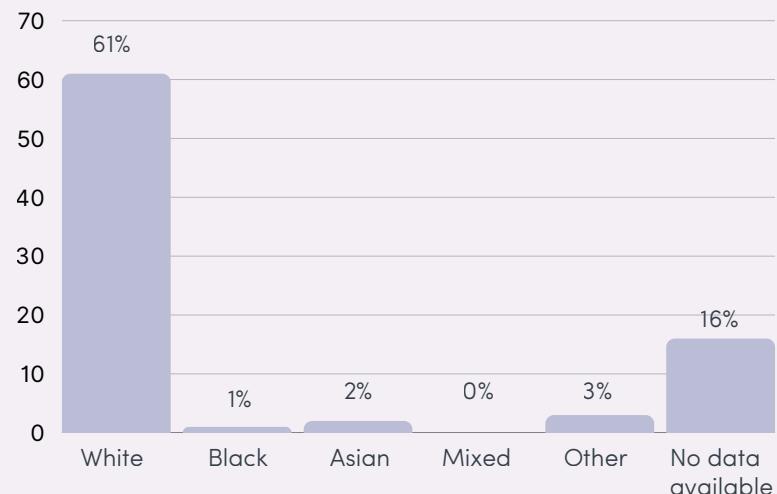
Length of Service



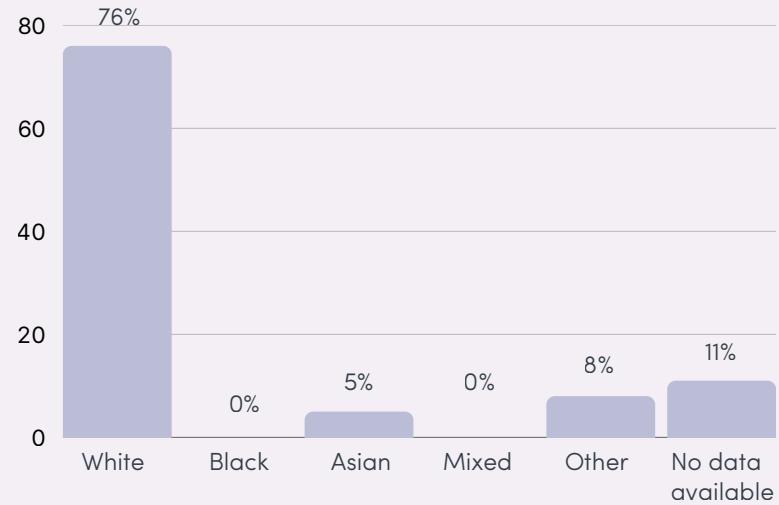
New Hires Split by Gender 2024/25



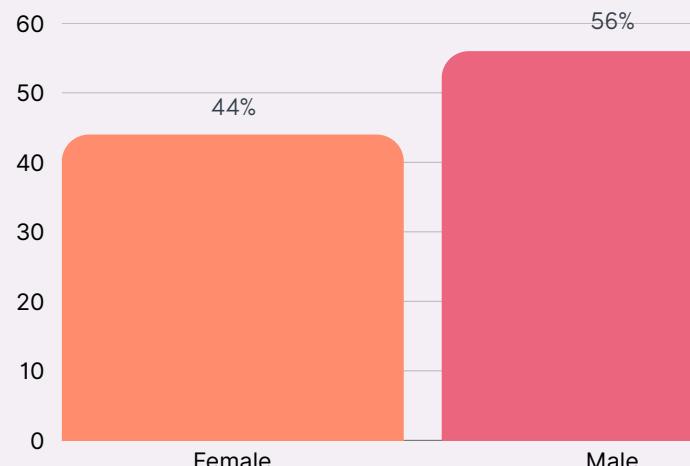
Employee Ethnicity 2024/25



New Hires Ethnicity 2024/25



Partners Split by Gender 2024/25



Gender Pay Gap (Median)

When comparing average hourly wages (median) women receive £0.97 for every £1 that men receive.

£1.00



£0.97



In 2023/24, women earned £1.06 for every £1.00 earned by men on a median hourly basis. In 2024/25, this figure was £0.97 for every £1.00 earned by men. Although this represents a slight decrease, it is higher than the UK median of £0.93 as reported by the Office of National Statistics.

The change in the gender pay gap primarily reflects shifts in staffing within the upper quartile and lower quartile pay bands. An increase in new male hires in the upper quartile along with a rise in new female hires in the lower quartile have influenced the overall pay gap figures.

Employee Wellbeing and Support



Perkbox

We offer Perkbox, a benefits and rewards platform, offering our people access to a variety of perks, including discounts, gift cards, and wellness tools. Our people can enjoy exclusive deals on shopping, dining and entertainment.



Employee Assistance Programme

We have two Employee Assistance Programmes which our staff can access. One route is via Perkbox, which provides confidential counselling, expert advice, and online wellbeing resources. Another route is via Able Futures, which offers up to nine months of free, personalised mental health support and one-to-one coaching. Together, these services ensure our people have accessible, trusted support whenever they need it.

Greggs

Free Hot Drink



Morrisons

Gift Card
(save 4% or earn points)

Amazon

Voucher - Flexi Points

Tesco

Gift Card
(save 4% or earn points)

Hotels.com

Discount Voucher (Pay less for your holidays)

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