



Sustainability, EDI & charity report

2025-2026



At a glance

We've been SBTI approved

Which means we've set a target for our emissions

We're making our workplaces more sustainable

Through actions led by us and our office partners

We're championing EDI initiatives

Both internally and through training

We've been Great Place to Work certified again

As a company and in various categories

"It's important for Vidett to have sustainability embedded within it; not only for what we do for our clients but also for us as a business."

Wayne Phelan - CEO



Who we are

Vidett 150+ trusteeship & governance experts

Vidett leads the way in governance and trusteeship. We're the consolidator of trust, working with clients to make the right things happen. Our story in pensions goes back to 1962, later expanding into employee benefit trusts. In 2026, we strengthened our focus on corporate governance through the acquisition of Bridgehouse Company Secretaries. We deliver dynamic, collaborative teamwork, share knowledge to drive progress for our clients and embrace innovation to find effective solutions and deliver efficiency.

Our regions

Vidett North

Vidett South

Vidett Midlands

Vidett Scotland

Vidett London

We support

each other, valuing diversity in the broadest sense.

We lead

change in the industry, getting the right things done.

We enjoy

the journey together, growing our people and our business.

We deliver

on our promises.

The sustainability team

[Click to view profiles](#)



Sarah Booth
(Lead)
Associate Director



Wayne Phelan
(Executive sponsor)
Chief Executive



Sophia Harrison
Client Director



Duncan Willsher
Client Director



Louise Webb
Client Director



Sam Swinerd
Marketing &
Communications
Associate



**Lucy
Rabson**
Bid Associate



Tom Corten
Manager



Amanda Ford
Assistant
Manager

Continuing to work towards International Development Goals



Through improving EDI within trustee boards and Training on strategic social investments and ensure the “S” of ESG is reflected in clients’ approach to investment.



By sharing our digital expertise and requiring managers to have UNGC commitment and minimum standard for investments.



By assessing advisers sustainability policies and supporting clients with TCFD reporting.





Gaining **SBTI approval!**

We're proud to have set a science-based target, positioning us as leaders of the low-carbon transition in the pensions industry.

Together we've committed to **maintaining zero scope 1 emissions** through 2034. We'll also **reduce absolute scope 2 GHG emissions 60%** by 2034 from a 2024 base year, and to **measure and reduce our scope 3 emissions**.

We're proving our commitment to building a sustainable future, by letting the science dictate our course of action, so that members of the pension schemes we support have a future worth retiring into.

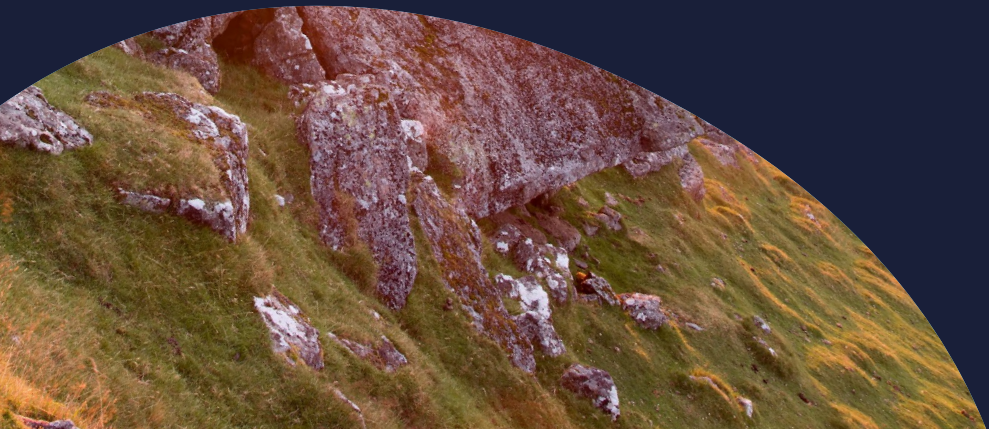


SCIENCE
BASED
TARGETS

Making our workplaces more sustainable

We've been working hard with our office partners to make our working environments more sustainable. This informed multiple office moves in 2025.

- All electricity for our office locations is from renewable sources.
- The majority of the waste we produced is diverted from landfill.
- We reduce waste through a variety of methods including waste to energy, composting and recycling.
- Non-standard materials like coffee pods and printer toners are now recycled.





Sharing our expertise

Through guides, videos, podcasts and more!

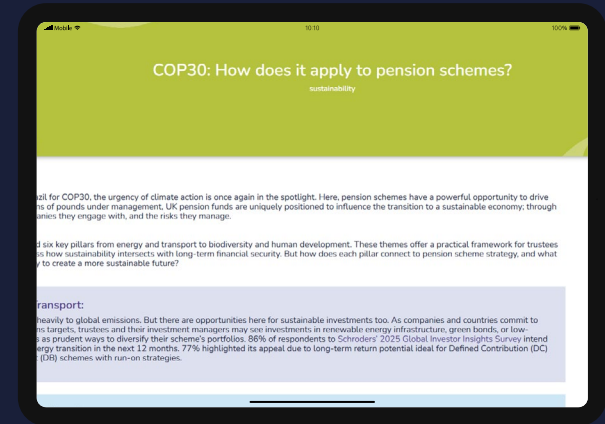
Vidett
trustee governance experts

Effective sustainability practices in pension schemes

A guide for trustees and pensions managers

[Click to get started](#)

[Download the guide](#)



[READ OUR INSIGHTS](#)



[LISTEN TO OUR PODCAST](#)

Supporting equity, diversity and inclusion

We continued to make equity, diversity and inclusion a core part of our business by contributing to:

[National Inclusion Week](#)

[International Women's Day](#)

[Black History Month](#)

[National Grief Awareness Week](#)

[Mental Health Awareness Week](#)

Training this year has focused on applying EDI in the context of our trusteeship and governance roles. Sessions have included [trustee discretions training](#) and the [Supreme Court gender ruling](#).

[Read our EDI insights](#)

Training and external engagement



Training

We've focussed on general code/regulations and sustainability, Vidett and sustainability and a session on tips for remote working and sustainability.

Memberships

We're members of **Investors for Pensions**.

Groups

We're sit on the **Investors for Pensions Advisory Group** as well as the **Trustee Sustainability Working Group** and **APPT EDI committee**.





Donating to charity

Alzheimer's UK was our main charity for the year. But we also raised money for many more, including:

- Home start Edinburgh
- Rainbow Hospice
- Foundations Family Mental Health
- West London Action for Children
- The Booth Centre Manchester
- Foxtrot Oscar Cancer
- Support Specialist Refugee Services

In total we raised **£31,146.05** for charity in 2025. We also contributed our time through various volunteer days across the country.

Won awards

Becky Wood - Women in Pensions Trustee of the Year

Commenting on her win Becky said: "I'm beyond delighted to have received the Women in Pensions 'Trustee of the Year Award'. It's truly an honour to be part of such a vibrant and inspiring community, and to stand alongside so many remarkable women who are shaping the future of our industry."

Independent Trustee of the Year - UK Pensions Awards

On winning the award our CEO Wayne Phelan commented: "Fantastic – two UK Pension Awards in a row! Once again I am immensely proud of the brilliant team we have here at Vidett. Everything everyone does makes a real difference to our clients, their schemes and their members. We lead by example, enjoy the work we do and the relationships we make... as demonstrated by this award and feedback from our clients. Long may that continue."

Ben Salmons - Rising Star Trustee of the Year

Ben said: "What a night! Just to be in the running for the Rising Star Trustee of the Year was an accolade in itself, but to win was amazing! The face of trusteeship is changing and this is clear from all the other great nominees in the category."



Great Place to Work® certification

We regularly engage with our team through anonymous surveys and opportunities to question Vidett's leadership about our approach to people, services, clients, partners, business management etc.

Great Place To Work® (GPTW) certification is central to this, giving every team member the chance to feedback on hundreds of aspects of our business. This year saw us get re-certified, with a response rate of 80% from our team.

These strong results led to formal recognition by GPTW as one of the 'Best Workplaces' for 'Wellbeing', for 'Women' and in 'Financial Services & Insurance' once again.

Great
Place
To
Work.®

Certified

APR 2025-APR 2026

UK

Best
Workplaces™

for Wellbeing

Great
Place
To
Work.®

UK
2025

Best
Workplaces™

in Financial Services
& Insurance

Great
Place
To
Work.®

UK
2025

Best
Workplaces™

for Women

Great
Place
To
Work.®

UK
2025

Finding out more

To learn more about how we can support your sustainability and EDI journeys, or about our charity work please contact our teams at:

- ✉ sustainability@vidett.com
- ✉ diversityinclusion@vidett.com
- ✉ charity@vidett.com

Visit our website for additional resources and information:

🌐 [vidett.com](https://www.vidett.com)

