



BETTER BUSINESS

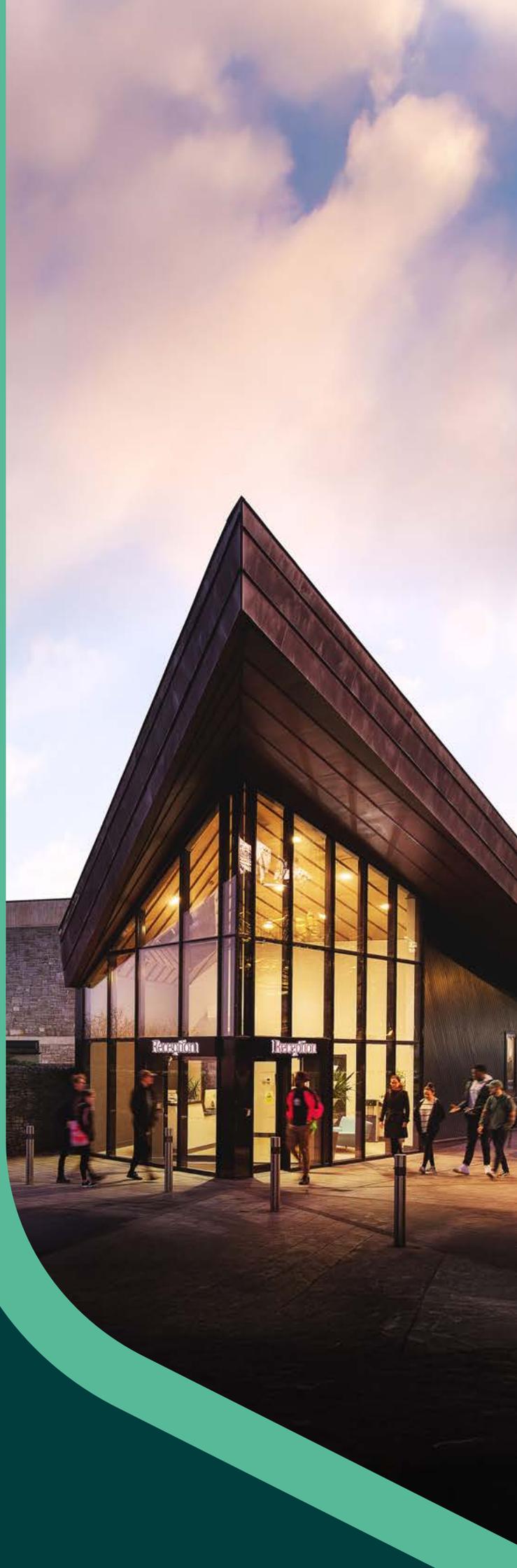
An Introductory Guide



University of Exeter

Contents

About this guide	3
Real living wage	4
AI and workplace Wellbeing to improve productivity	6
Some key stats and takeaways	8
Responsible purchasing and procurement	9
Upskilling your workforce	12
Supplementary self-study	15



About this guide

This guide is designed to support businesses in Cornwall and the Isles of Scilly in creating a more equitable, productive, and sustainable future for their workforce and communities. It provides practical tools, resources, and insights to help you implement the real Living Wage, improve workplace productivity, and adopt responsible purchasing and procurement practices.

The toolkit is structured around three key themes:

1

Real living wage: Learn about the benefits of paying a wage that meets the cost of living, how it can reduce in-work poverty, and the steps to becoming an accredited Living Wage employer.

2

Productivity and wellbeing: Explore how AI, workplace wellbeing, and employee engagement can drive productivity, and discover strategies to create a healthier, more motivated workforce.

3

Responsible procurement and upskilling: Understand how sustainable and ethical procurement practices can strengthen the local economy, reduce environmental impact, and promote social equity. Additionally, find resources to upskill your workforce and prepare for the green and digital economies of the future.

This guide also includes case studies, links to further reading, and actionable steps to help you integrate these practices into your business operations. Whether you're a small business or a larger organisation, this toolkit offers valuable insights to help you contribute to a thriving, inclusive, and sustainable Cornwall and Isles of Scilly.

By using this guide, you'll not only enhance your business's performance but also play a vital role in building a fairer and more resilient local economy. Let's work together to create a future where people, planet, and profit are in harmony.

Real living wage

As we all know, Cornwall and the Isles of Scilly is a beautiful place to live. It is also one of the poorest regions in Europe, with a highly seasonal, tourist-based economy, leading to high levels of in work poverty. Find out more cipd.org.uk/knowledge/guides/in-work-poverty

What is the real living wage?

The real Living Wage is the only UK wage rate based on living costs. It is currently £12 per hour (outside London).

The real Living Wage is the only UK wage rate based on the cost of living. It is voluntarily paid by over 14,000 UK businesses who believe their staff deserve a wage which meets every day needs - like the weekly shop, or a unexpected to the dentist.

The living wage foundation

The Living Wage Foundation provides resources and case studies demonstrating the benefits of paying the real living wage. Businesses in Cornwall and the Isles of Scilly can use these resources to understand the advantages and best practices for implementation.

For the real cost of living | Living Wage Foundation

Over 460,000 employees have received a pay rise as a result of the Living Wage campaign. A broad range of employers have been accredited with the Foundation including half of the FTSE 100 and big household names including Nationwide, Google, LUSH, Everton FC and Chelsea FC, as well as thousands of SMEs.

Find out more about The Living Wage Foundation:

livingwage.org.uk

What are the benefits of implementing the real living wage?

Implementing the real living wage can have positive impacts on employee morale, productivity, and retention. Research shows that paying a fair wage reduces turnover, improves job satisfaction, and enhances the overall economic stability of the community. Most of all, it is an investment: the benefits outweigh the costs.

Real living wage and the Shared Prosperity Fund

If you're receiving more than £50,000 from the Shared Prosperity Fund you must pay your employees the real living wage, and that applies to any new jobs you create as well. If you are receiving less than £50,000 you must still commit to signing up to the real living wage by the end of the project, so write it into your business plan.

The differences between the real living wage and minimum wage, apart from the cost, is that it is voluntary; it's based on the cost of living and it's a flat rate from the age of 18, rather than the minimum wage which goes up in increments by age.

The real living wage is designed to reduce poverty and inequality.



Doughnut Economics

Kate Raworth's Doughnut Economic's model focuses on the need for a mindset shift away from economic "growth" towards a dynamic balance between people, planet and profit. She draws the planetary boundaries as a "doughnut" and aims for the creation of a circular economy, i.e., economy that works with and within the cycles of the living world.

Kate Raworth

TedTalk: A healthy economy should be designed to thrive, not grow is a model that has been embraced in Cornwall.

[See Example >](#)

Additional resources and links:

1. The Resolution Foundation <https://www.resolutionfoundation.org>
Conducts research on living standards, low pay, and the impact of the Real Living Wage.
2. Chartered Institute of Personnel and Development (CIPD) <https://www.cipd.org/uk>
Offers resources on pay and benefits, employee engagement, and business case studies.
Informing the UK's National Living Wage for 2024 <https://www.cipd.org/uk/about/public-policy/our-calls-for-action/informing-uk-national-living-wage-2024/>
3. ACAS (Advisory, Conciliation and Arbitration Service) <https://www.acas.org.uk>
Provides guidance on employment relations and HR practices, including pay and conditions.
Pay and wages <https://www.acas.org.uk/pay-and-wages>
4. Business in the Community (BITC) <https://www.bitc.org.uk>
Offers insights on responsible business practices, including factsheets and resources to fair employment. <https://www.bitc.org.uk/wp-content/uploads/2022/10/bitc-core-document-cost-of-living-action-plan-oct22.pdf>

AI and workplace

Wellbeing to improve productivity

Here we cover two key areas linked to improving productivity that you may not have considered:

1: How can AI improve our productivity?

AI is expected to provide the next productivity frontier:

- Massachusetts Institute of Technology (MIT) stated that Generative AI can improve a highly skilled worker's performance by **as much as 40%** compared with workers who don't use it. Caveat: when applied to a task within the AI's capabilities!
- PwC expect labour productivity in AI exposed industries to **grow by 4.8x** more than in non-AI exposed industries.
- McKinsey also recognises that productivity is likely to impact selected industries; Customer operations, Sales and Marketing, Software Engineering, R&D and knowledge workers.

For knowledge workers, consider how AI can automate repetitive tasks to free up more time for valuable and strategic work. Examples: ideation (solving the blank page problem), summarising large documents, data analysis / preparation.

Key takeaways for using AI to improve our teams' productivity:

Be curious: be open-minded and experiment with emerging tools. Consider SaaS tools that have been developed in your industry.

Be critical: AI has its limitations. Ensure there is a 'human in the loop' to take accountability for AI generated outputs. (...How many R's are in Strawberry?)

Data is key: the value of high-quality data is as high as ever. Data defining domain relevant prompts or examples of what good looks like should be captured and used when applying AI.

Keep learning: You won't lose your jobs to AI, but rather to someone who knows how to use AI. AI not only has the potential to improve your productivity but also to emphasise the experience and domain knowledge you bring to a problem.

Links:

<https://openai.com/> - Access to ChatGPT + more. Take the time to explore the task-specific GPTs developed already (e.g. PDF reader, Logo Creator etc)
<https://gemini.google.com/app> - Consumer access to Google's AI models
<https://platform.openai.com/playground> - An AI playground providing more technical functionality including access to the code required to call these models within your software
Prompt guides (there are so many), the TLDR is to be clear about what you're trying to achieve and provide examples.

2. Wellbeing and productivity: healthy people; healthy business

Here are the 12 drivers of workplace wellbeing:



Achievement

Employee wellbeing is linked to the achievement of work-related goals through use of skill, effort and dedication.



Appreciation

Expressions and actions of genuine appreciation can have a profound impact on wellbeing.



Compensation

Fair pay and other forms of compensation are foundational to building workplace wellbeing.



Energy

Energised employees are more engaged, productive, and happy at work.



Flexibility

Granting your employees with more freedom over where and when they work can improve their wellbeing and productivity.



Inclusion & Belonging

Diversity shapes the workforce while Inclusion and Belonging enable employees to thrive.



Learning

Empowering employees with autonomy and access to learning and development opportunities has multiple benefits for wellbeing.



Management

Supportive management is fundamental to how people feel at work and to ensuring the job gets done.



Purpose

Purpose can serve as a powerful motivator in the workplace that drives both performance and wellbeing.



Stress

Employee stress can pose serious risks to workplace wellbeing if left unaddressed. Identify and mitigate the root causes.



Support

Employees who feel truly supported are less stressed, more satisfied at work and perform better.



Trust

Trust fosters a safe work environment where employees feel supported and valued, enabling greater creativity, innovation and collaboration.

Some key stats and takeaways:

ENGAGEMENT:

60%

of workers say they feel emotionally detached from work, **only 11% feel actively engaged with their jobs.** The biggest predictor of work engagement is having a best friend at work.

PRODUCTIVITY PARANOIA:

87%

of workers say they are fully productive WFH, but **only 12% of managers have full confidence that their teams are being productive.** Trust is key, with employees feeling trusted resulting in high energy at work, productivity and engagement; and less burnout and stress.

Podcasts:



- Bruce Daisley's 'Eat, Sleep, Work, Repeat'
- Adam Grant's 'Work Life'
- FT's 'Working It'

Reading:



- The Future-Proof Career – Isabel Berwick
- Flourish – Martin Seligman
- The Happy Index: Lessons in Upside-Down Management – James Timpson

Other links:

HSE Management Standards – if you look at nothing else, please look at this!

<http://www.makeworkbetter.info>

<http://www.businessforhealth.org>

<http://www.makeadifference.media>

The Jerry Seinfeld commencement speech: <https://www.youtube.com/watch?v=76QV2SrSggo>

Gallup State of the Global Workforce Report 2023: <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

World Wellbeing Movement: 12 drivers of workplace wellbeing: <https://worldwellbeingmovement.org/playbook/>

Microsoft Trend Index Report 2022 – you will find lots of interesting reports in this link: <https://www.microsoft.com/en-us/worklab/work-trend-index>

Slack State of Work Report 2023: <https://slack.com/intl/en-gb/blog/news/state-of-work-2023>

Harvard Business Review – Neuroscience of Trust: <https://hbr.org/2017/01/the-neuroscience-of-trust>

The Squeezed Middle – paper by Zofia Bajorek at the Institute for Employment Studies about middle manager stress. BUT please do also look at other IES papers, there are many that will interest you and be relevant to your various roles: <https://www.employment-studies.co.uk/publications>

Responsible purchasing and procurement

Procurement is the process of locating and agreeing to terms and purchasing goods, services, or other works from an external source, often with the use of a tendering or competitive bidding process.

Businesses in Cornwall and the Isles of Scilly have the potential to significantly influence local and regional development through their purchasing and procurement strategies. By adopting sustainable, ethical, and inclusive procurement practices, these businesses can foster economic growth, protect the environment, and promote social equality. Where you spend your money matters. Equally, you will increasingly find when bidding for contracts that evidencing the environmental and social dimensions of your supply chain will be crucial in being successful, particularly, with larger organisations who may have made public commitments to these aims.

Develop a sustainable procurement strategy

Businesses should start by developing a comprehensive sustainable procurement strategy. This includes assessing the environmental and social impact of their supply chain, setting clear sustainability goals, and establishing criteria for selecting suppliers. The following information supports you to create underlying principles for your strategy.

Economic contributions: supporting local suppliers

One of the most direct ways businesses in Cornwall and the Isles of Scilly can bolster the local economy is by prioritising local suppliers. This keeps money circulating within the community, supporting small businesses and generating employment. Local procurement strengthens the regional economic fabric by creating a demand for local products and services.

Many local cafes, pubs, restaurants and hotels source local produce (such as, meat, fish or vegetables). This bolsters the local economy, reduces food miles and satisfies consumer desire for fresher, more sustainably sourced products and a transparent supply chain.

This model can be replicated across various industries, from food and beverage to construction and services.

Equality contributions

Businesses can promote equality by implementing inclusive procurement policies that support suppliers owned by underrepresented groups, including women, minorities, and people with disabilities. This not only supports social equity but also diversifies the supply chain, bringing in varied perspectives and innovations.

For instance, a company can partner with organisations like Disability Cornwall & Isles of Scilly to source products or services from enterprises employing people with disabilities, thus fostering an inclusive economy.

Fair trade and ethical sourcing

Ethical sourcing and fair-trade practices ensure that suppliers are paid fairly and work under good conditions. You can opt for fair trade certified products and services, thereby supporting ethical labour practices and contributing to global social justice. This is particularly relevant for products like coffee, tea, and handicrafts, which are often sourced from developing countries.

Innovative businesses in Cornwall are leading the way in this area. A fitting example is **Chocolarder - Bean-to-bar Chocolate** who partner with Cornish charity, **Cool Earth**.

Cool Earth has been working with the Asháninka people, who are located in one of the biggest coca-growing areas in Peru, across the Ene Valley, to help them cultivate, ferment and dry their own cacao by using traditional means that minimally impact the environment. They can then sell the cocoa beans to protect their land and secure a long-term future for their families. Chocolarder use the cocoa beans in their 72% dark Ashaninka bar.

[Read more on the project >](#)

Environmental contributions: understanding scopes 1, 2 and 3

If you are aiming to reduce your carbon footprint, procurement is a key component. Carbon accounting is divided into three scopes, each of which has a procurement element.

To gain an overview, watch this video:

What are scope 1, 2, and 3 emissions?

Scope 1 - direct emissions

This is the fuel you buy for company-owned vehicles or machinery (think lawnmowers, plant vehicles etc), gas in boilers, leaked refrigerant gases and things like that. The emissions are usually calculated with the volume that you have used (e.g. our boiler has used XXX litres of gas). You may be able to reduce these through your procurement policies. However, you may need more structural changes like changing your heating system to air source heat pumps or changing your vehicles to electric ones.

The Renewable Energy Hub has a list of installers supplying Heat Pumps systems in Cornwall and the surrounding area. A useful platform for information on carbon reduction solutions.:

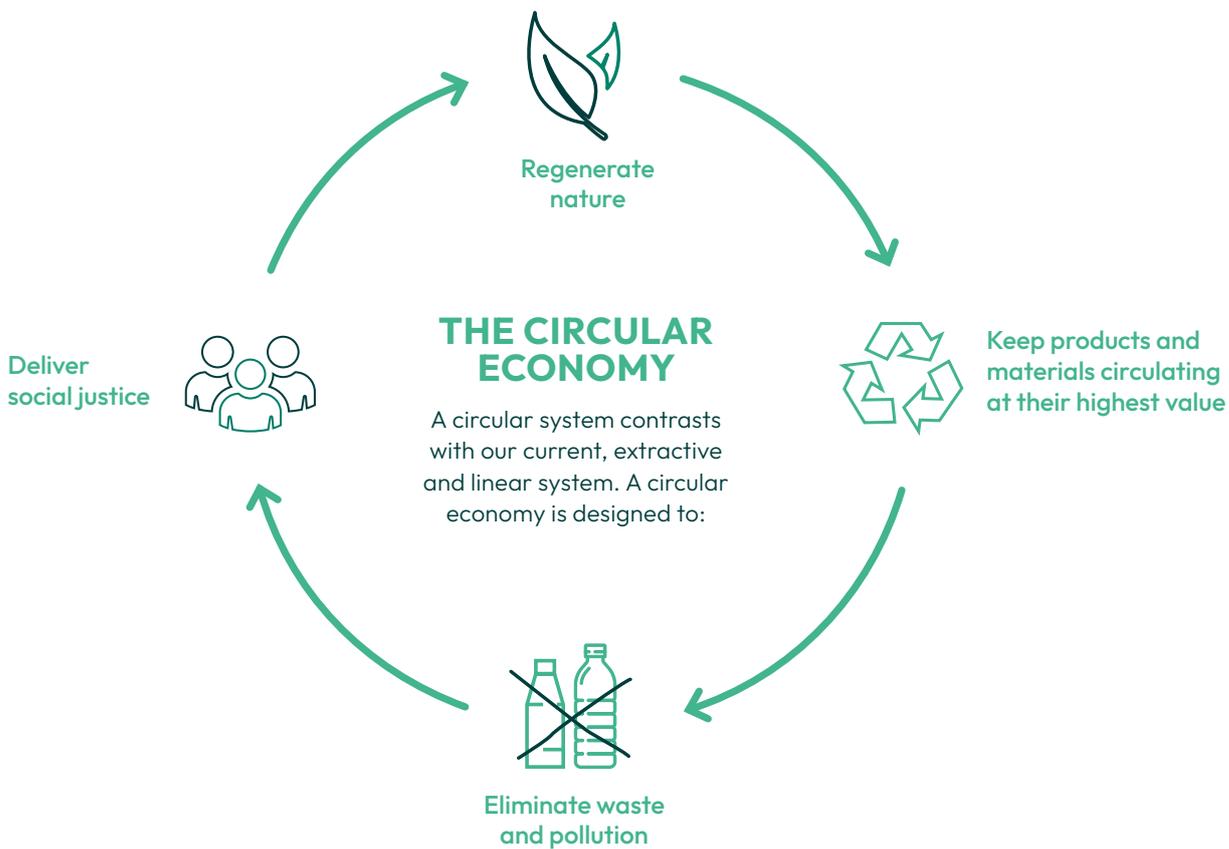
[Renewable Energy Hub >](#)

Scope 2 - indirect emissions

These are any emissions generated from the purchasing of electricity, heat, cooling, steam. For instance, when you use electricity, emissions come from the generation of that electricity. Again, the emissions are calculated with the volume that you have used (e.g. we have used 1000 kWh of electricity). You can use your purchasing power to change to greener sources of energy.

Scope 3 - everything else!

Scope 3 Emissions include every other emission generated by your business. Whether that is from staff travel/ commuting, waste, or raw materials, it all sits in Scope 3. As you can imagine, sometimes this is a complicated area to look at. Funnily enough, it is also quite often the biggest source of emissions in a business/ organisation (anywhere from 60-99% usually!). Lots of people ignore this, when in fact it is often where you can make a real difference. A huge part of this is procurement. This is where circular economy principles are likely to come in, so let us look at what the circular economy means:



In this system, materials' lifespans are extended through product durability, reuse, and repair. Through circular design and circular business models, resources are kept cycling in the system for as long as possible.

The economy becomes a restorative force. To implement the circular economy through procurement, consider the following:

- Maintaining/ repairing existing equipment.
- Buying refurbished, second-hand equipment.
- Buying recycled materials or products.

Upskilling your workforce

This is a rapidly evolving space, so here we have provided links to websites and social media channels which will enable you to get the latest information on how to upskill your business's workforce.

[Cornwall opportunities >](#)



Launched in 2024 and operated by Cornwall Council, Cornwall Opportunities has all you need to enable your employees to build a career right here in Cornwall, including information on apprenticeships, courses and other novel training programmes:

[Apprenticeships >](#)

For employers, apprenticeships are an ideal way to make sure your employees have the skills your business needs. Apprentices can be new or current employees, provided they are aged 16 or above. They can also be part-time employees. Training costs are subsidised by the government and so may be much lower than you expect.

[Adult education and lifelong learning >](#)

There are a number of training and skills providers delivering part-time and short courses right across Cornwall, the Isles of Scilly and Plymouth. Between them they offer a diverse range of courses, qualifications and training opportunities.

[The skills toolkit >](#)

This free Skills Toolkit offers a range of training online short courses to upskill your workforce in business essentials, including, maths, coding, marketing, business and finance.

The Future is Green - skills to support the transition towards a sustainable future

The Future is Green project is a pioneering initiative dedicated to driving the transition towards a sustainable future. With a clear focus on championing green occupations, this project offers individuals diverse career pathways for skill development and career progression from entry-level positions to advanced roles.

[Find out more Cornwall Opportunities >](#)

[The Future is Green - Cornwall College >](#)

Multiply - maths for adult

Multiply is designed to improve the math skills of adults. The fun, local courses will help to enhance your practical maths ability, helping you to confidently apply maths and numerical skills in your day-to-day life.

Across Cornwall and the Isles of Scilly, there is a wide variety of offers, initiatives and courses from drop-in sessions to short term intensive courses to full length qualifications.

[Find out more >](#)



Skills bootcamps

Skills Bootcamps are intensive training courses, designed to quickly enable you to develop in-demand skills need by local employers. Skills Bootcamps are short, targeted courses, tailored to address current skill gaps in various industries. They focus on practical, industry-relevant skills, ensuring you gain the knowledge and expertise that can support your career growth, your future employability and help to improve your future earnings potential. Skills Bootcamps are available in: construction, digital, green, health, hospitality, professional services.

[Find out more >](#)

Digital futures

Cornwall has the fastest growing tech sector in the south-west. This is creating an increasing demand for digital skills which cannot currently be met locally. Digital Futures is receiving £2 million of funding through the UK Government's Shared Prosperity Fund. It brings together 11 partners, led by Truro and Penwith College, to harness that growth and convert it into economic opportunity for the region by developing a pipeline of talent.

[Sign up for Digital Futures courses >](#)

Apprenticeships: additional information

The University of Exeter offers Degree Apprenticeships in a wide range of subjects, such as, finance, project management, radiography, digital technology, leadership and systems thinking.

[Our programmes >](#)

Apprenticeships in Cornwall

Truro and Penwith College is Cornwall and Devon's top College for apprenticeship achievement. They are also Cornwall's only 'Expert Apprenticeship Provider' and one of only five FE Colleges in the UK to have been awarded this status by the Department for Education.

[Truro and Penwith College Apprenticeships >](#)

Apprenticeships with Duchy College

Duchy College offer agricultural, equine and horticultural related apprenticeships at Level 2 and 3.

[Find out more >](#)



**WATCH OUR VIDEO
ON APPRENTICESHIPS
AT EDEN PROJECT**



Future Skills Institute, Truro and Penwith College

The College's 19+ career-driven learning options sit under the new Future Skills Institute (FSI) umbrella. Through the College's continued investment in infrastructure, qualifications and the future of Cornwall's skilled workforce, in collaboration with the Cornwall and Isles of Scilly LEP, Cornwall Council and Cornwall Chamber of Commerce, the FSI offers a pioneering package of state-of-the-art facilities and cutting-edge courses to support industry and prepare learners for Cornwall's future economy and future career opportunities. Aligned with employer need and Cornwall's future economy The Future Skills Institute places significant focus on developing provision to fit employer need resulting in a range of training programmes that develop and retain highly skilled learners in Cornwall who are equipped to pursue high-quality, sustainable careers that benefit the wider Cornish economy. The FSI is driven by sustainability, reducing Cornwall's carbon footprint and promoting green technologies is at the heart of everything it does.

[Find out more >](#)



Apprenticeships with The Cornwall College Group

Cornwall College offers a range of Level 2 and Level 3 apprenticeships (i.e. GCSE and A Level equivalent). Subjects include: engineering, horticulture and care work. Some are offered in collaboration with The Eden Project:

[Find out more >](#)

Still haven't found what you're looking for...?

You can find a full list of all training and support providers here:

[Training and support organisations >](#)

Or you can search for specific courses across Cornwall here:

[All opportunities >](#)

Supplementary self-study

“Towards a sustainable Cornwall: state of the doughnut”

University of Exeter

[Read more >](#)



Recommended further reading:

Negotiating Climate Change in Crisis.

Böhm, Steffen and Sullivan, Sian (ed.) (2021).

ABC & D: Creating a Regenerative Circular Economy for All.

Johnson, Craig and Webster, Ken (2021).

The triple layered business model canvas: A tool to design more sustainable business models.

Joyce, Alexandre, Paquin, Raymond L. (2016).

The Radical Innovation Playbook.

Kokshagina, Olga and Alexander, Allen (2020).

Cradle to Cradle: Remaking the Way We Make Things.

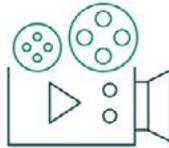
McDonough, William and Braungart, Michael (2002).

Doughnut Economics: Seven Ways to Think Like a 21st Century Economist.

Raworth, Kate (2017).

Making the circular economy work for human development.

Schröder, Patrick*, Lemille Alexandre, Desmond Peter (2020).



Videos:

RE:TV is a showcase for inspiring innovations and ideas that point the way towards a sustainable future, curated by editor-in-chief, His Majesty King Charles III. In this video, he introduces circular economy as a way to value and centre nature in our economic model.

“RE: Imagine a Circular Future”

(06min 04sec) >

Johan Rockström introduces the nine planetary boundaries that allow us to survive on this planet, and the “quadruple squeeze”. Hence, the need (and opportunities) for transformative changes in our economies.

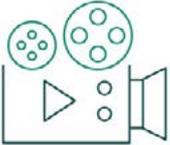
TedTalk: Let the environment guide our

development, Johan Rockström (18min 41sec) >

Building on his TedTalk from 2010, Johan Rockström highlights the increasing scientific evidence that shows we are moving away from the safe operating space for humanity on the planet. We have up to 10 years for the required transformative changes to take place. Two frontiers should lead this process: science and a new economic logic based in the well-being of our societies.

TedTalk: 10 years to transform the future of humanity - or destabilize the planet, Johan

Rockström (07min 45sec) >



Videos:

Kate Raworth claims the need for a mindset shift away from economic “growth” towards a dynamic balance. She draws the planetary boundaries as a “doughnut” and aims for the creation of a circular economy, i.e., economy that works with and within the cycles of the living world.

TedTalk: A healthy economy should be designed to thrive, not grow | Kate Raworth (15min 53sec) >

Alex Edmans explains a study he’s conducted that concludes that employee well-being causes good performance for the business.

TedTalk: The social responsibility of business | Alex Edmans (17min 25sec) >

Our Planet: Our Business, is a film for business inspired by the Netflix series Our Planet. The documentary argues that the global business community can be a powerful force to drive action for nature and save the planet from a sixth mass extinction and in so doing ensure humanity’s survival.

Documentary: Our Planet: Our Business (38min 12sec) >

Examples of Cornish businesses who are implementing a circular business model:

- Perranporth’s **Circular&Co** partners with big brands such as McDonalds and the Woodland Trust to collect used paper cups and turn them into reusable coffee cups.
Circular&Co. Reusable Water Bottle - YouTube >
- Newquay based Oltco’s Recycle Bound uses low-grade recycled plastics to create a hard-wearing, porous surface for paths and driveways.
Eden Project use Oltco’s Recycle Bound surface for their Biomes - YouTube >

Cornish Lithium are reviving Cornwall’s mining heritage through sustainably extracting the county’s lithium reserves for use in renewable energy storage.
Cornish Lithium - Tevi video - YouTube >

- **Chocolarder** are an artisan chocolate maker based in Porthleven whose organically grown beans are transported across the Atlantic by sail.
<https://vimeo.com/637845645> >
- Arc Marine’s manufactures its Reef Cubes® in Truro. Made from China Clay waste, these blocks restore marine habitats and can be used with offshore wind farms.
ARC Marine- WEF & UpLink Follow On Interview - YouTube >
- Porthleven’s Flexi-Hex creates plastic-free, biodegradable packaging for a wide range of industries – board sports, bottles, cosmetics, electronics, and homeware.
Flexi-Hex - Bottle Drop Test - YouTube >
- Newquay Orchard is a seven-acre community space in the centre of Newquay which offers educational, social, and volunteering programmes to help the local community.
In Our Nature at Newquay Orchard - YouTube >
- Based in Penryn, Skinflint are Europe’s leading vintage industrial lighting site. They source and restore unique and historic vintage lights.
The circular economy and our vintage lights: an animation - YouTube >
- Green&Blue make bee houses, bird feeders, bird houses, bird baths, bat roosts from 75% recycled material from the Cornish China clay industry.
Design the way nature intended - YouTube >



Empowering growth journeys

EVOLVE FUTURES, designed and delivered by the University of Exeter in partnership with [Cornwall Chamber of Commerce](#) and [Cornwall Rural Community Charity](#), connected enterprises with industry experts, world-class researchers, state-of-the-art facilities, and a strong support network of peers and mentors. It provided valuable opportunities to expand knowledge, enhance skills, and gain real-world business expertise. The program empowered early-stage, high-growth, and social enterprises to build networks, explore innovation, adopt solid business practices, access new markets, and become investment-ready for long-term success.

Powering transformational change

[Exeter Innovation](#) is a partner for transformative innovation. We harness the world leading research and education of the University of Exeter to create real and lasting impact, by working with organisations of all types and sizes on their innovation journey. Connect with our team today by emailing Elsupport-cornwall@exeter.ac.uk

Evolve Futures was funded by the UK Government through the UK Shared Prosperity Fund. Cornwall Council has been chosen by Government as a Lead Authority for the fund and is responsible for monitoring the progress of projects funded through the UK Shared Prosperity Fund in Cornwall and the Isles of Scilly.



**Funded by
UK Government**





University
of Exeter

PROJECT TOOLKITS

GREEN FUTURES: A GOOD PRACTICE GUIDE

Net Zero, Circular Economy,
Environmental Growth and
Energy Reduction

This guide provides an introduction to the four key areas, outlining essential principles and offering practical tools and actionable steps that enterprises can take to harness commercial, social, and environmental opportunities.

BETTER BUSINESS

An Introductory Guide

This guide is designed to support businesses in Cornwall and the Isles of Scilly in creating a more equitable, productive, and sustainable future for their workforce and communities.

EQUALITY, DIVERSITY & INCLUSIVITY

An Introductory Guide

This guide is designed to empower businesses, community leaders, and organisations in Cornwall and the Isles of Scilly to create inclusive, equitable, and thriving workplaces and communities.

SOCIAL RETURN ON INVESTMENT

A guide to implementing impact and
social value in your organisation

This guide provides practical help to support enterprises to understand, measure and demonstrate their social value, incorporating editable templates and links to useful resources.