

Sustainability Report 2023



Published February 2024

Contents



Foreword	03
ESG Strategy	04
ESG Committee	06
ESG Initiatives	07
Looking forward	10
About Kreston Albania	12

If you have any questions on the report, please feel free to contact the authors or any of the firms listed for further advice.

Disclaimer

Kreston Albania is a business consulting services provider with careers available in Financial Services, including Auditing and other Assurance services, Accounting and Tax services, Legal services, Employee Management services, including Benefits & Insurance, and a wide range of other advisory services. Since December 2014, Kreston Albania has been part of the Kreston Global Network. Based on latest publication of Public Oversight Board in Albania, Kreston Albania has been ranked the 5th largest company among auditing companies. Find out more at www.kreston.al.

Dear Stakeholders,

I'm delighted to present Kreston Albania's Sustainability Report, showcasing our journey towards a more responsible, sustainable future.

At Kreston Albania, we're firm believers that sustainable practices are the cornerstone of lasting success. By sharing our experiences in this report, our aim is to inspire other businesses to embark on their own sustainability journeys.

Within these pages, you'll find insights into our initiatives and activities, highlighting our commitment to responsible business practices. From fostering employee well-being to engaging with our community, each step reflects our dedication to making a positive impact.

We recognize that building a sustainable world requires collective action. Through this report, we hope to encourage businesses to embrace sustainability as a shared responsibility, leading to positive outcomes for all.

As we forge ahead, we invite you to join us on this transformative journey towards a sustainable future.

Thank you for your continuous support.

Sincerely,

Ljubica Llukaçej
Strategic Partner
Transformation | Innovation | People
Kreston Albania



Ljubica Llukaçej
Strategic Partner
Transformation | Innovation | People



ESG Strategy

Environmental, social, and governance (ESG) refers to three central factors in measuring the sustainability and ethical impact of a company's activities.

Driven by excellence and the commitment to inherit values, Kreston Albania embarked on a journey to develop its own ESG strategy as of January 2023.

With a leadership philosophy centered on people, we aimed to embrace ESG practices and make them an integral part of the company's journey toward sustainable development.

We drafted our ESG Strategy based on the guidelines of the United Nations Sustainable Development Goals and referring to the commitment made by Kreston Global, the global network to which our company adheres.

The strategy outlined a detailed plan of activities and initiatives that Kreston Albania was set to pursue on its path to sustainable growth.

Our Pillars

Our People | Our Clients | Our Community



Our "Lead by Heart" mindset and the awareness of our impact on the environment, community, and people made us eager to embrace this strategy.

Moreover, we firmly believe that the success of our ESG strategy relies on how it inspires our people to join the initiative and make it part of the company culture.



ESG Strategy

The United Nations' Sustainable Development Goals (SDGs), also known as the Global Goals, are a set of 17 interconnected objectives designed to be a "blueprint to achieve a better and more sustainable future for all". They were adopted by all United Nations Member States in 2015 and aim to be achieved by 2030.

In alignment with Kreston Global, we created our ESG Strategy to address the following goals.

Goal 3 / Good health & Well-being

Goal 4 / Quality Education

Goal 5 / Gender Equality

Goal 8 / Decent Work and Economic Growth

Goal 10 / Reduced Inequality

Goal 12 / Responsible Consumption and Production

Goal 17 / Partnerships for the Goal



Our main objective



Through an ethical, open and fair approach in all we do, we intend to promote responsible and sustainable thinking, all in promoting equal opportunities and making a positive impact in our community.

ESG Committee



The main pillars of our ESG Strategy are rooted in making a meaningful contribution to all parties by investing in people and being an ESG-responsible company.

The success of our ESG strategy is intricately tied to our ability to inspire and engage our team members within our work environment and beyond.

Soon after launching our strategy, we set up an ESG Volunteer Committee determined to closely follow all the activities outlined in the strategy. This Committee comprises highly motivated professionals that have a clear passion for sustainability.



Initiatives

In our steadfast commitment to implementing our ESG Strategy, Kreston Albania has undertaken a series of key initiatives aimed at embedding sustainability into the core of our operations.

ESG-Led Branding

To visually embody our dedication to environmental, social, and governance principles, we have introduced an ESG-led tagline on our email signatures—namely, "Our Planet. Our Heritage." This tagline serves as a constant reminder of our commitment to preserving our planet for future generations, and we have included it in all our stationery and client gifts.

Environmentally Friendly Stationery

Recognizing the impact of everyday practices on our environment, we have transitioned to environmentally friendly stationery. This shift is aligned with our goal to reduce our ecological footprint and support sustainable business practices.

Sustainable Resource Management

Implementation of efficient systems to monitor waste, water, and electricity consumption marks another significant stride in our sustainability journey. By tracking and managing our resource consumption, we aim to minimize our environmental impact and contribute to a more sustainable future.

Net Zero Carbon Emissions

In pursuit of our aspiration to achieve Net Zero Carbon Emissions, we have taken an initial step by donating and planting trees in the main park of Tirana for Earth Day 2023. This endeavor not only contributes to carbon sequestration but also aligns with our broader commitment to a cleaner environment.



Future Partnerships for Net Zero

Looking forward, our commitment to Net Zero Carbon Emissions involves forging partnerships with professionals who will guide us on a clear path toward achieving this ambitious objective. These collaborations will include comprehensive assessments, strategic planning, and the implementation of measures that align with industry best practices and environmental standards.

Through these initiatives, Kreston Albania aims not only to reduce its environmental impact but to inspire positive change within the community and the broader business landscape.

Our journey towards sustainability is an ongoing endeavor, and we remain dedicated to continually exploring innovative solutions and partnerships that contribute to a harmonious coexistence with our planet.

ESG Engagement Programs

To foster a culture of awareness and learning among our people, Kreston Albania has implemented several programs focused on ESG topics. We engage our team weekly with themed posts, providing valuable information and insights into ESG-related matters. This initiative ensures that our employees stay informed and connected with our sustainability journey.

Personal Development Coaching

Recognizing the significance of individual growth, particularly at the managerial level, we have introduced a Personal Development Coaching program. Led by an experienced NeuroCoach, this initiative empowers our managers with the tools and mindset necessary for both personal and professional development.



Sustainability Training in CPD Programs

Our commitment to expanding the professional skills of our staff extends to our Continuous Professional Development (CPD) programs. We have included a specific 'Sustainability Training' module, providing our team with in-depth knowledge and expertise in sustainable practices and principles.

Wellness Initiatives - "Healthy Thursdays"

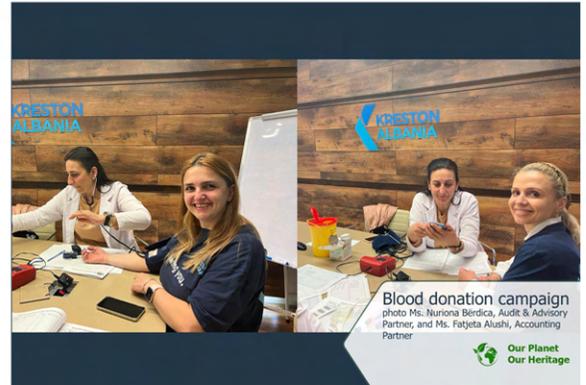
Promoting employee well-being is at the core of our corporate culture. Our 'Healthy Thursdays' wellness program, coupled with a monthly well-being newsletter, creates a holistic approach to health. Accompanied by special in-office events, these initiatives emphasize the importance of physical and mental well-being while supporting local businesses through the consumption of fresh, locally made products



Initiatives

Community Engagement Initiatives

Our commitment to the community is exemplified by our collaboration with local authorities to donate blood, raising awareness on World Thalassaemic Day. This impactful initiative not only contributes to a noble cause but also reinforces our dedication to social responsibility.



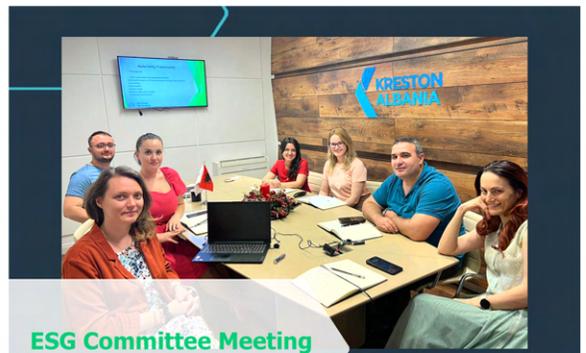
Diversity, Inclusion, and Employee Support

We are proud to be a company comprised of 80% women, and we actively support their professional journeys through schemes of hybrid work and special maternity leave programs. With a strong belief in paid internships, we collaborate with local universities, regularly offering young talents opportunities to jumpstart their careers.



Mentorship Programs for Diversity and Inclusion

Contributing to the empowerment of underrepresented groups, we actively engage in mentorship programs to strengthen start-ups led by women or minorities. This initiative reflects our commitment to fostering diversity and inclusion not only within our organization but also within the broader entrepreneurial ecosystem.



Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Gro Harlem Brundtland

Looking ahead, Kreston Albania is resolutely committed to advancing our sustainability journey and contributing to a more conscientious and sustainable world. As we reflect on our achievements, we recognize that the path to sustainability is an ongoing commitment, and we eagerly embrace the challenges and opportunities that lie ahead.

In the coming months, we are excited to accelerate our ESG initiatives, expanding our firmwide training program to deepen the understanding of sustainable practices among our dedicated team. Our commitment to employee well-being will continue to be a focal point, with the introduction of new programs and events aimed at fostering a culture of health and happiness.

Community engagement remains a cornerstone of our strategy, and we look forward to enhancing our partnerships with local start-ups and universities. Our dedication to reducing our environmental footprint will be strengthened through collaborations with professionals to measure and minimize our carbon footprint.

Furthermore, inclusivity and diversity will remain at the forefront of our recruiting policy, with a special emphasis on creating opportunities for individuals with unique talents and abilities.

Our ongoing support for women in the workplace and initiatives such as paid internships and mentorship programs will persist as key components of our commitment to fostering a diverse and inclusive workplace.

The future holds exciting possibilities, and we are eager to continue leading by heart, making a positive impact in our community, and contributing to a sustainable and thriving world.

Thank you for accompanying us on this transformative journey.



**Our Planet
Our Heritage**





We believe that the future belongs to sustainable businesses, so by sharing our journey, we hope to inspire other businesses to start their own journey and lead their way to a sustainable world.



About Kreston Albania

Kreston Albania is a business consulting services provider with careers available in Financial Services, including Auditing and other Assurance services, Accounting and Tax services, Legal services, Employee Management services, including Benefits & Insurance, and a wide range of other advisory services. Since December 2014, Kreston Albania has been part of the Kreston Global Network. Based on latest publication of Public Oversight Board in Albania, Kreston Albania has been ranked the 5th largest company among auditing companies.

About Kreston Global

Kreston Global is one of the world's largest accounting networks, representing more than 160 independent firms in more than 115 countries around the world. Currently the 13th largest global accountancy network, Kreston firms advise both businesses and individuals on the full spectrum of accountancy and advisory needs, wherever in the world they happen to do business. With more than 25,000 dedicated professionals and a powerful community-based culture, Kreston celebrated its 50th anniversary in 2021.

Visit us at
www.kreston.al



Street "Muhamet Gjollesha",
Godina "Qendra Tregtare Ring",
Shkalla 2, Kati 6, Ap. 6,
Tirana, Albania

+355 44 50 42 81