



20twentyfifty®
YEARS

Thrive with twentyfifty

twentyfifty.co.uk

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Your journey with twentyfifty

This is what your journey with twentyfifty will look like, and how we intend to live our values along the way:



Who we are

We are an ambitious, independently owned and purpose-led business

OUR VISION

A world in which sustainable and responsible businesses thrive; and where everyone, everywhere can live in dignity and flourish.

OUR PURPOSE

Our purpose is to help people and companies thrive by building human rights and environmental due diligence into all aspects of business operations and strategy.

OUR OBJECTIVE

To be a leading responsible business consultancy specialising in human rights and social transformation.

We partner with global companies from strategy to implementation and impact, delivering market-leading services across the world - whilst being an exemplary business ourselves.

WE HAVE STRONG VALUES. WE CONNECT WITH:

 <i>Compassion</i>	 <i>Commitment</i>
 <i>Curiosity</i>	 <i>Creativity</i>

We stand for the inclusion of rightsholders.

We are a multi award-winning consultancy, named by the Financial Times and Forbes.

We have held B Corp certification since 2017 for our strong social and environmental performance.

A twentyfifty career

As an entrepreneurial company we value initiative and innovation from all employees and offer opportunities for you to shape your work and career from the start.

YOU WILL:



work with senior colleagues that are accessible, trusting and transparent



be supported by line managers to be your best, perform well and flourish



be part of an international team that shares skills and knowledge



have a voice as part of our long-standing culture of listening and collaboration



Project exposure

- Our client list is exceptional. You will have the opportunity to work with leading global brands to transform their social and environmental performance.
- We value innovation and tailor our services to the changing business and human rights landscape. This approach allows for participation in exciting and pioneering projects, across a range of industries and geographies.
- We continuously focus on the quality of our projects to ensure the work we deliver meets the highest standards, fostering trust and long-term relationships with our clients.
- Our 'go/no go' process ensures impactful work, with clients who are dedicated to enhancing their rightsholders' lives, and embedding sustainability in their supply chains.

Career progression

- We offer our employees opportunities to enhance their skills and experience to enable them to achieve their career goals.
- We have a structured review and promotion process, so employees know when and how promotion decisions are made.
- For the consulting team there is a structured path between grades. For those in the business functions team, career development is more flexible, and focused on your individual goals.
- As a small business, there is lots of scope to get involved in different areas of the business, or strategic projects, based on your interests.

Continuous learning

- We offer support for you to grow personally by building your confidence in communication, productivity, creativity and more.
- You will have the opportunity to develop your skills in business management, due diligence practices and human rights topics by working closely with highly experienced consultants and technical experts.
- You will develop highly transferable skills including in project and client management, teamwork, critical and creative thinking, agility, influencing, and stakeholder engagement.
- In addition to on-the-job learning and development, we offer extensive training via our Learning Hub, live online sessions, and when possible, in-person. This facilitates the enhancement of project leadership capability, content expertise, and consulting skills.
- We help our employees understand their natural abilities using Gallup Clifton Strengths. This supports our employees to focus on what they do best, and aids collaboration.

People and culture



Our vision is to enable our employees to flourish and do their best work.



We encourage employees to share their feedback and seek to incorporate them into our People and Culture strategies. We recognise the importance of listening to our employees.



Our Stewardship Group ensures issues affecting our employees don't go unnoticed, and they play a key role in maintaining our unique culture.



We conduct a regular pulse survey to monitor employee satisfaction, the results of which are consistently positive.



In their own words, what our employees think about twentyfifty:

“WE ARE A
PURPOSEFUL
COMPANY
LED BY
KIND PEOPLE.”

“Encouragement to
bring your whole self
to work and to speak up
with ideas and concerns.”



“**MEANINGFUL,
IMPACTFUL
WORK.**”

“The way twentyfifty is managed as an organisation – listening to our opinions and then basing any changes on what is being discussed. I think we have a safe space to sometimes tackle difficult issues as an organisation.”

“Focus on impact,
empowerment of people and
commitment to rightsholders.”

“WE
APPRECIATE
THE
**FLEXIBILITY
AND TRUST.**”

“We get to live our own mission every day. There is a strong, engaged and approachable team and it feels as if everyone's contributions are valued.”



Valuing diversity and inclusion

Our purpose, vision and values align directly with principles of diversity and inclusion.



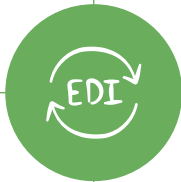
As a consultancy focused on human rights it is particularly important to us that we foster an inclusive work environment, where everyone feels safe and respected.



We strive to build systems and processes that are free from bias and ensure everyone can participate equitably.



We work to ensure our team is psychologically safe to express their ideas and opinions, and to bring their unique lived experience, expertise and talent to work each day.



We recognise this takes an ongoing commitment from us and we have worked with a specialist consultancy to ensure we continue to foster an inclusive culture as we grow.



Our impact

As a twentyfifty employee, you will positively impact the world:

Our purpose is to work with global companies to deliver on their commitments to respect human rights and the environment and contribute to a more equitable and inclusive world.

We have excellent feedback from clients that our projects have built business resilience and had a positive impact on rightsholders.

We regularly review our client engagements with a singular question in mind: 'Are we having an impact and can we see a better outcome for people and the planet?'

We are working internally to develop an impact framework, exploring how we can better measure and evidence the impact we have both with our clients and as a business ourselves.

Each year, we produce an Impact Report, illustrating how we are enabling a positive impact on rightsholders, communities, the environment and more.

We are a certified B Corp, verified by the non-profit network B Lab to meet high standards of social and environmental performance, transparency and accountability.

Our expectations of employees

As a purpose driven business, it is important to us that our employees help us to realise our purpose and act in line with our values of Connecting with Compassion, Curiosity, Creativity and Commitment. This means we expect our employees to:



treat all people with kindness, respect and understanding

work collaboratively with each other and our clients, building trusted relationships over time



strive for tangible, positive impact, delivered with care and integrity



actively enquire and learn, growing awareness and capability for ourselves and our clients



communicate their perspectives and concerns openly

engage rightsholders and their perspectives with humility, and support our clients to respond with openness and pragmatism

be receptive to feedback and coaching

explore and inspire courageous leadership in service of human dignity and flourishing

believe in the vision of twentyfifty, and be committed to supporting us to continue to be a successful business



be innovative in their roles and the work they do

Benefits

Compensation including bonus

We offer an annual profit share scheme to enable us to share our success with our employees.

Collaboration is an important part of the twentyfifty culture, and by working together as a team, we can maximise the impact of our projects for our clients and rightsholders. For this reason, our profit share scheme is based on the performance of the business, rather than on individual contributions.

Our salary bands are benchmarked, reviewed, and communicated annually to our employees.



Flexible working

We offer a variety of different contracts and working patterns to enable our employees to find a balance between work and the rest of their lives, whilst maintaining availability and excellence in client service.

We trust our employees to manage their working hours and commitments themselves, allowing them to flex their schedule, whilst meeting client needs. We allow and expect people to take time for personal appointments and matters where it's necessary, knowing that the hours will have been worked or will be made up.

As an international team, we understand our employees appreciate flexibility around where they work. We recognise the importance of seeing colleagues face to face, to learn from each other and encourage our employees to work from their nearest office as much as possible. However employees can manage the frequency of their office days themselves.

Employees may request to work from anywhere for up to eight weeks per year, provided exceptional client service can be maintained.

Annual leave

Full time employees are entitled to 25 days holiday per year as well as three days between Christmas and New Year plus public holidays in their country of residence. Annual leave entitlements are pro rata for part-time employees and dependent on the number of days worked per week.

Employees can also buy an additional week of annual leave per calendar year.

Our international team

Our offices are located in the UK, Germany, and Switzerland, and most of our employees find the opportunity to visit our different office locations, to work together in person.

Our employees, associates, and partner organisations are spread across the globe. You will have the chance to collaborate regularly with this diverse group of experts, and meet them all in person during our annual team event.

Family friendly working practices

We are committed to helping employees balance the needs of work and family life, whilst maintaining exceptional service to our clients. We have family friendly working practices in place including part-time contracts, and the flexibility to adjust working hours to accommodate family commitments.





Employee Assistance Programme

As part of our commitment to wellbeing, we provide all employees with access to an Employee Assistance Programme. This service is completely confidential and offers emotional, psychological, and practical support to deal with both workplace and personal issues.

Country-specific benefits

We offer a range of additional benefits depending on your country of employment.

Social events

We host an annual team event as well as local social events, to enable our employees to connect with each other in person.



We work with global companies to deliver on their commitments to respect human rights and the environment and contribute to a more equitable and inclusive world.

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