

**SOCIAL & ENVIRONMENTAL STRATEGIC CONSULTANCY**



# OUR STORY

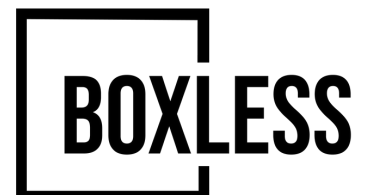
We are a Strategic Consultancy dedicated to guiding organisations through the complex landscapes of ESG (Environmental, Social & Governance) & DEI (Diversity, Equity & Inclusion).

Matching resource with impact requires dedicated leadership - that's where Boxless steps in.

Across our spread of industry experience we came together with the shared belief that people & planet are at the heart of every thriving organisation.

We help organisations build solid foundations across their Social & Environmental responsibilities.

**With Boxless, you're not just meeting the demands of today. You're setting the standard for tomorrow.**





**WE FOCUS ON PEOPLE & PLANET, SO YOU  
CAN FOCUS ON PROFIT.**





# WE'RE SERIOUS ABOUT CHANGE.

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## CONSULTANCY

We work closely with our clients to understand & identify their Social & Environmental challenges & goals. Over an agreed timeframe, we provide dedicated guidance & support to reach these aspirations.

## STRATEGY & POLICY

We support the creation & delivery of organisational ESG & DEI strategy & policies. We ensure all are produced & delivered with authenticity & consistency & marry up to wider, longer term objectives.

## RECRUITMENT SERVICES

We offer recruitment, talent attraction & executive search among a variety of additional support services including recruitment audits to ensure your processes are up to scratch.





# OUR APPROACH

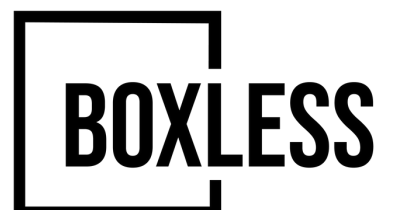
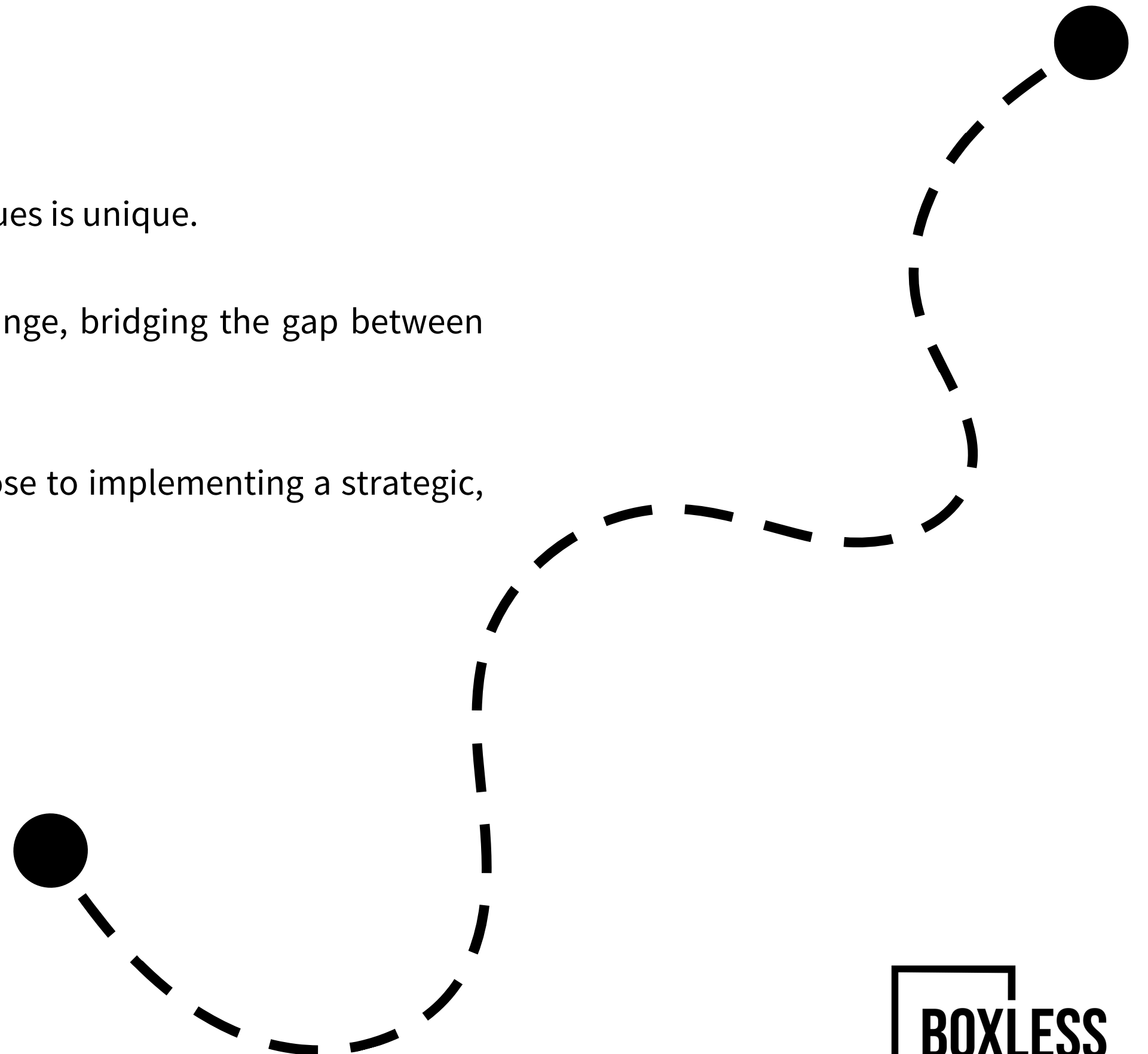
Every organisation's journey towards integrating ESG & DEI values is unique.

Our approach is designed to be a catalyst for meaningful change, bridging the gap between NOW & LATER.

We deliver a dynamic tailored framework, from defining purpose to implementing a strategic, actionable plan that aligns with core business objectives.

Our process is collaborative & non-linear, ensuring that every step we take together is purposeful & aligned with your vision.

**With Boxless, you're not ticking boxes - you're building a sustainable future, grounded in responsibility & inclusivity, that resonates throughout your entire organisation.**





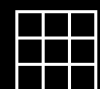
# BUD JOHNSTON

## FOUNDER | DEI

[BUD@BOXLESS.UK](mailto:BUD@BOXLESS.UK)

- BARCO C.I.C Founder
- Men of Melanin Co-Founder
- Soho House & Co Inclusivity Board Representative  
Sussex University Black at Sussex, Project Manager
- Police Crime Commissioner - Independent Panel Member
- Brighton & Hove City Council - Community Advisory Group Member

TEDx Brighton



SOHO HOUSE  
& CO Inc.



01

CONSULTANCY

02

STRATEGY

03

POLICY

Bud is a self-starter & visionary leader with a passion for innovation & inclusive organisation practices.

Throughout his various industry experiences, he has witnessed how disingenuous box ticking disrupts organisations progress.

After growing frustrated with the lack of Social & Environmental direction for businesses, Bud pulled together his commercial & community experience to create **BOXLESS**.

Bud has been championing how organisations can be powerful forces for positive change.

Bud lives & breathes the importance of culture. Fostering healthy cultures within the various communities in which he serves & operates is top priority.

Bud has a real eye for spotting challenges & offering the most suitable & effective solutions, rather than opting for 'one size fits all' solutions. Bud has a strong background in Marketing & Branding, which he uses to help marry Social & Environmental responsibilities with brand aspirations. Through Bud's commercial background he is equipped to advise on the impact & ROI of ESG & DEI.

Bud is a leader in DEI & holds advisory roles on boards with the Police, Soho House & Local Council. Bud was a Brighton TEDx 2024 Speaker.







# MICA JANIV

## BCORP LEAD

[MICA@BOXLESS.UK](mailto:MICA@BOXLESS.UK)

- BSc in Social Anthropology from Goldsmiths, University of London
- I hold a certification in Circular Economy & Sustainability from Cambridge Judge Business School
- I recently did a Carbon Literacy course
- B Corp Certified
- I guest lecture on B Corp at the University of Sussex Business School
- I am a member of the Lewes Chamber of Commerce
- Activist in the fashion/clothing space (anti-fast-fashion activist) - In collaboration with a local org called DOLLY.

01

### ASSESSMENT

02

### EVALUATION

03

### APPLICATION

Mica believes Sustainability is not a checkbox, it's a way of working that must be embedded into the fibre of your business. The 'framework' is a bespoke roadmap to guide you there

The B Impact Assessment (BIA) is a long and rigorous ESG framework. You must achieve over 80 points before you are allowed to submit your assessment to B Lab. Gaining those 80+ points can be challenging. Mica guides clients through each impact area of the BIA and supports with resources such as a library of policy examples, templates and best practice guides as well as tracking tools, surveys and collating evidence.

If you have started the BIA and haven't gained enough points, Mica can offer a gap analysis, bringing ideas and tools to increase your points.

Mica can support through evaluation and verification, including the Analyst Call. Having taken many businesses through this process Mica knows the risks, the timeframes, how to best communicate with the analyst and how to present your evidence. Mica guides clients through amending Articles of Association to meet the legal change known as Mission Locked.

Finally, Mica provides post-certification support, such as how to adhere to the B Corp branding guidelines, how to join the B Hive community and how to leverage your B Corp status.



WE MEAN  
BUSINESS  
COALITION

US  
UNIVERSITY  
OF SUSSEX

BUSINESS  
SCHOOL





# BRENDAN OKORONKWO

## RECRUITMENT LEAD

[BRENDAN@BOXLESS.UK](mailto:BRENDAN@BOXLESS.UK)

- **Pre-IPO Tech Software Scale Up, Merger & Acquisition Execution (15 persons, adding \$1BN to IPO valuation).**
- **Series C Automotive Tech Scale Up, Global Sales Team ramp up (Double headcount, 4x signed revenue in 18 months)**
- **Recruitment Process Outsourcing for Global Automotive OEM new division (15 hires in 12 months across SW disciplines).**



01

CONSULTANCY

02

RECRUITMENT

03

RETENTION

Brendan has over a Decade of expertise in Recruitment from Agency perspective, supporting Global technology innovators across Talent Acquisition, Executive Search, Merger & Acquisition execution, DEI initiatives and ensuring effective hiring campaigns.

By 2026 75% of the global workforce will be made up of Millennials and Gen Z. What they want in work is very different to what has been on offer. How you create, capture and deliver culture across DEI, EVP and ESG has to go beyond box ticking exercises and be embedded throughout an organisation.

Thanks to Brendan's external perspective of the global workforce, the ability to spot several key trends and barriers organisations face when it comes to effective recruitment has become second nature. He has time and time again helped businesses save time, effort and money resolving hiring dilemmas.

Brendan has supported rapid growth Scale-ups, mass hiring, confidential Executive level appointments and completing critical vacancies.

From how to utilise AI, re-evaluating DEI policies or wider transformation objectives, having an unbiased, external eye on proceedings can help ensure no blind spots are created and all resources are explored.







# EM ANASTASI

## BUSINESS CONSULTANT

She/They

[EM@BOXLESS.UK](mailto:EM@BOXLESS.UK)

- Award winning trainer & facilitator
- Award winning recruitment expert
- Great British Entrepreneur Finalist 2024
- Gender Equality Advocate & Period Poverty Activist
- Founder of The Social Enterprise, intheflow
- Founder of Diamond Dental Staff
- United Nations CW68 Participant
- Mentor & Facilitator with The Girls Network Charity
- Guest Speaker



01

### EMPLOYER BRANDING

02

### RECRUITMENT & RETENTION

03

### TEAM CULTURE

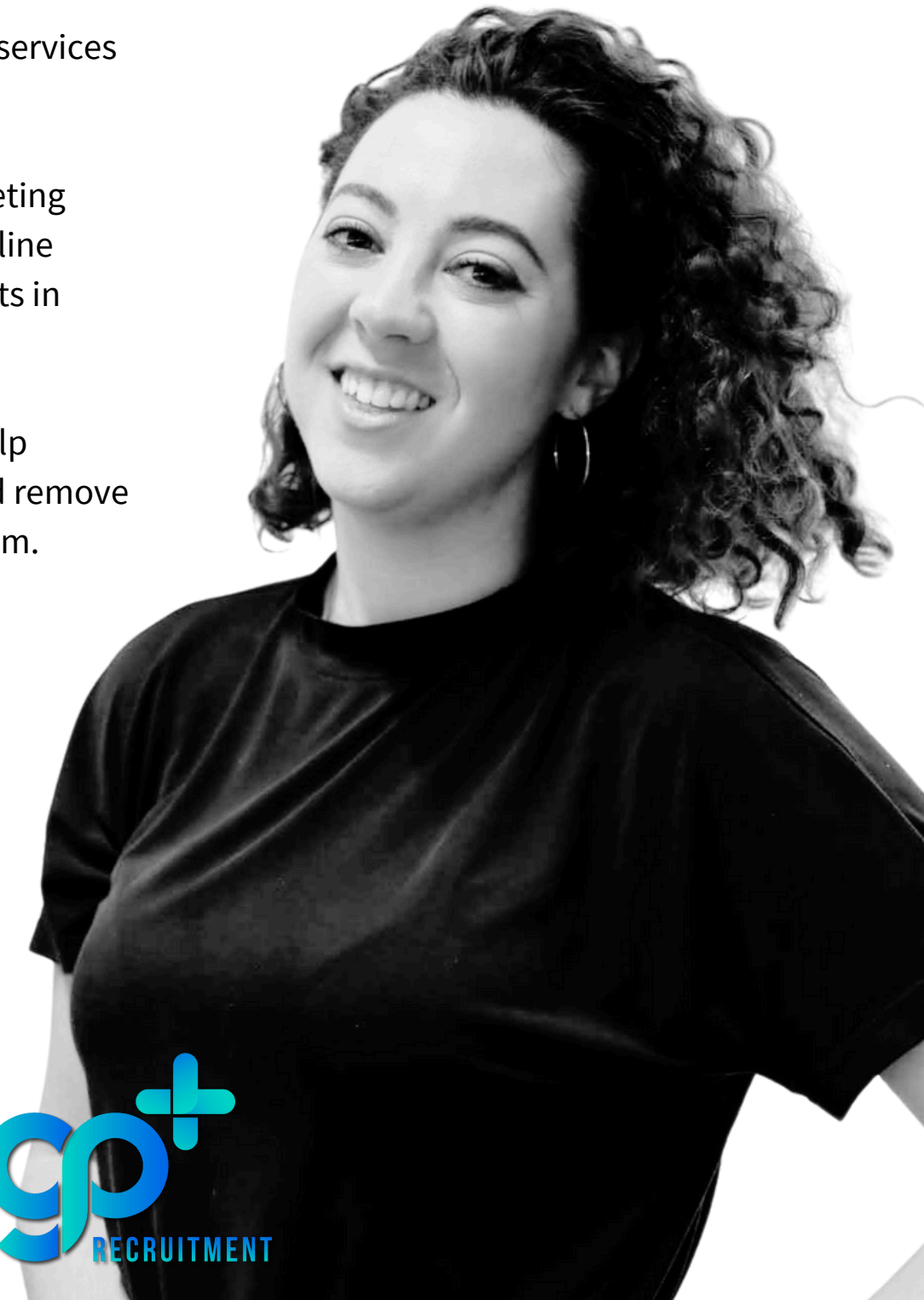
Emma has been delivering award winning business consultancy and expert recruitment services since launching her recruitment consultancy in 2018.

She has supported organisations with their employer branding, team training and marketing services, growing the Diamond Dental Staff Community to 6,000 members, delivering online workshops to 300+ delegates, being invited as a guest speaker at the largest dental events in Europe, and receiving a Special Recognition Award from the NEBDN.

Em is also the founder of The Social Enterprise, intheflow, and has joined BOXLESS to help organisations implement a menstrual health and menopause policy to acknowledge and remove gender based barriers in the work place and champion a more inclusive, empowered team.

[Watch Em's campaign video here.](#) <<<

Em joined **BOXLESS** in October 2024, and works closely with Bud and the team as our Community and Business Development Lead.





# DOUGAL FLEMMING

## ENVIRONMENTAL SUSTAINABILITY

[DOUGAL@BOXLESS.UK](mailto:DOUGAL@BOXLESS.UK)

- NED Sussex Chamber of Commerce
- Author of the 'Future of Green Skills' report
- Co-Investigator of Integrating Finance & Biodiversity NERC project
- Nature Positive Research Fellow at CEEDR Centre for Environmental Enterprise Development Research - Middlesex University
- Circular Economy Institute trained practitioner
- Haulage Network Net Zero Expert
- Collaborator on the 'Roadmap for Marine Natural Capital'
- Co-facilitator of Innovation Accelerators



01

ENVIRONMENTAL

02

SUSTAINABILITY

03

CONSULTANCY

Dougal is highly motivated to help businesses understand their impact on the environment and identify ways of going beyond sustainability to become regenerative.

He has worked with businesses across multiple sectors to understand how the latest technological solutions, combined with a fundamental understanding of nature can reverse negative impacts on climate change. This can be done through carbon calculations or investing in Nature Based Solutions.

Through his role as a Non-Executive Director at the Sussex Chamber of Commerce he has compiled key reports on the Future of Green Skills to the Sussex workforce.

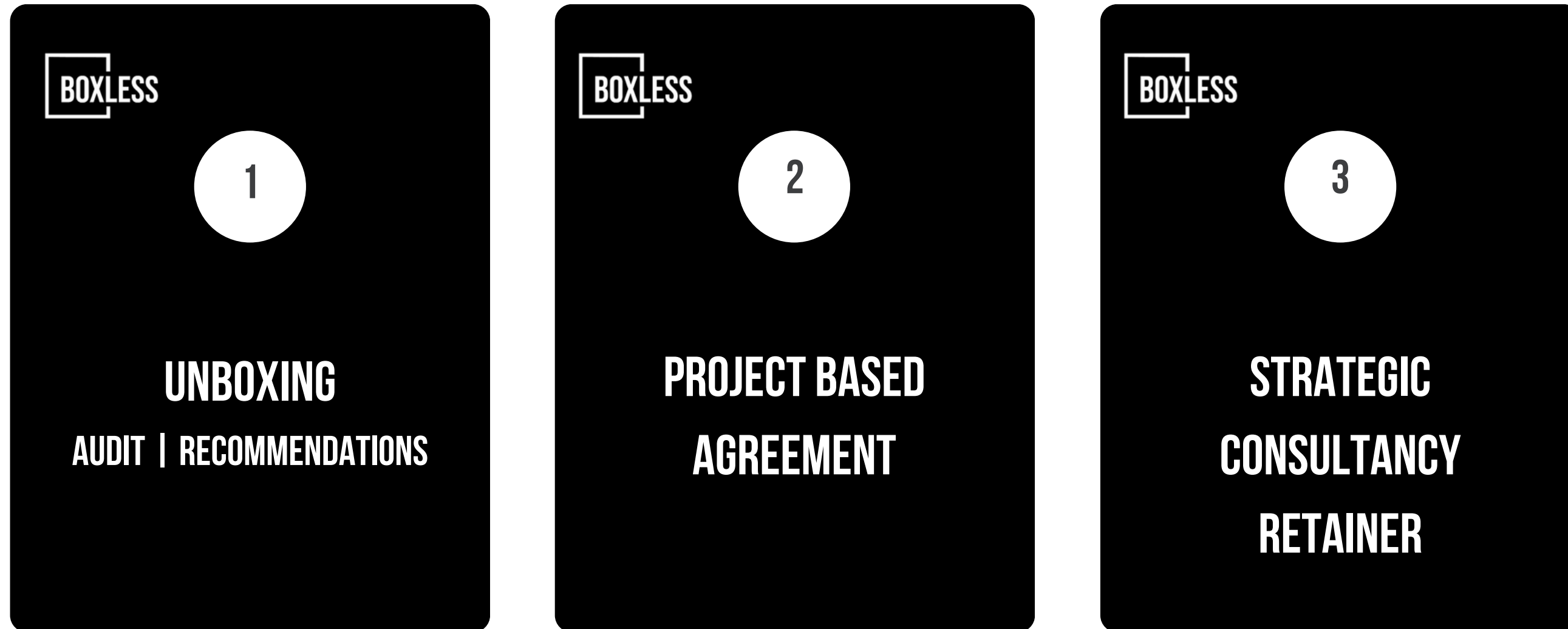
He is a keen advocate for building an economy that values communities & the environment equally.

Dougal has spent many years as an Outdoor Activity Instructor, guiding adventures on kayaks, bikes, rocks, skis, ropes, and boats into some of the wildest places on earth. Through this time he learnt to manage risk vs reward, as well as to appreciate the perpetual cycles and indicators that nature goes through which helps us understand ourselves better.

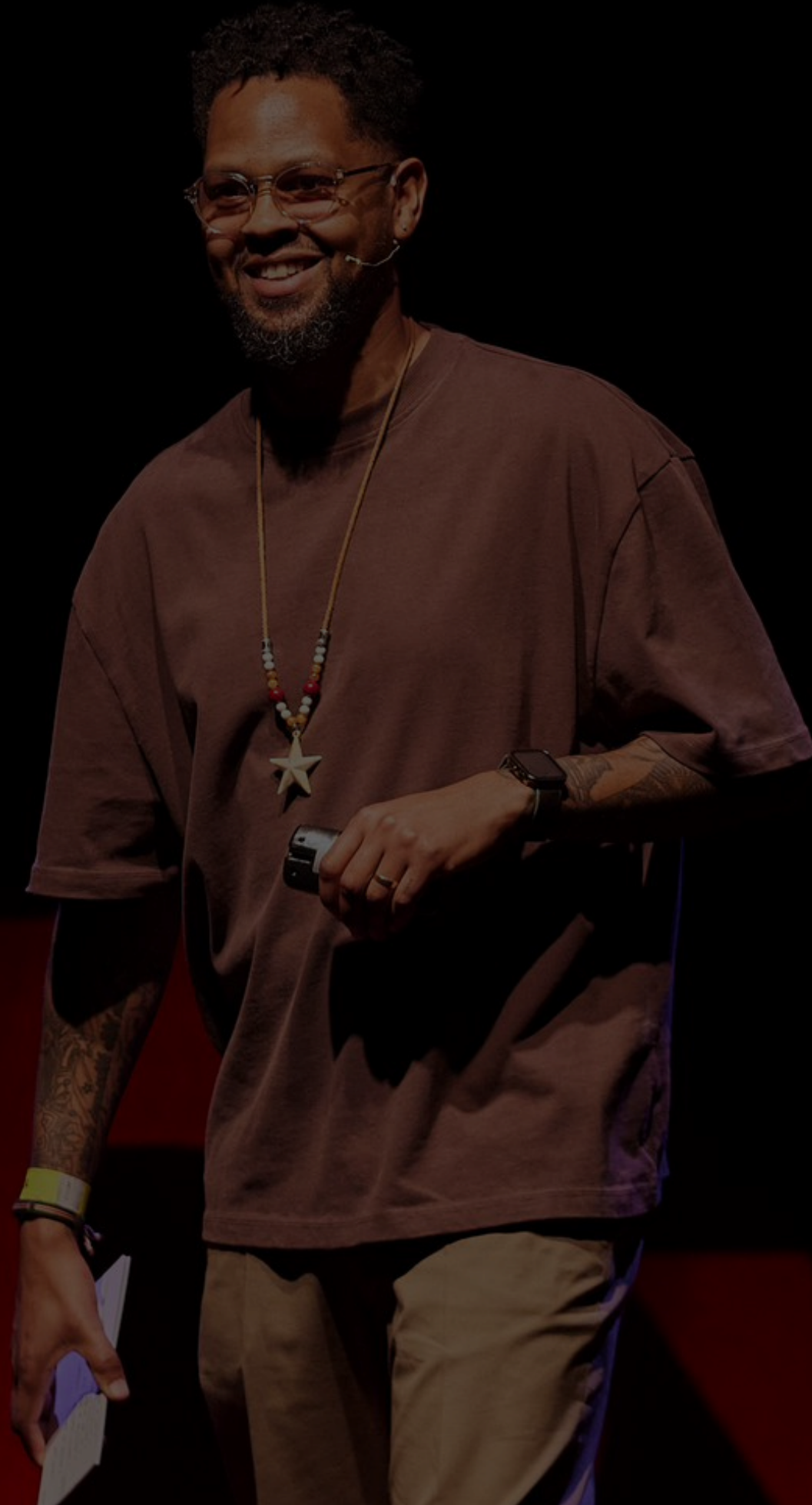




# HOW WE WORK



[SCHEDULE AN ONLINE MEETING](#)



"ESG & DEI ARE NO LONGER  
JUST ETHICAL CHOICES; THEY  
ARE STRATEGIC IMPERATIVES  
THAT DRIVE GROWTH,  
INNOVATION & ENHANCE  
BRAND REPUTATION".

BUD JOHNSTON





[www.boxless.uk](http://www.boxless.uk)

We like to get to know organisations informally first to ensure we are a match & can provide the most effective support.

Reach out... Coffee's on us!

[info@boxless.uk](mailto:info@boxless.uk)

01273 077227

*BOXLESS LTD. is Registered in England. Company registration number: 15179413, VAT number 461605504*





**STRATEGIC CONSULTANCY**  
**ESG | DEI | BCORP | RECRUITMENT |**  
**EMPLOYER BRANDING**