



# B Corp Annual Impact Report



[www.montala.com](http://www.montala.com)

2025



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# Introduction

Dear Stakeholders,

As a fully remote, paperless company with electric-only company cars, no business flights, climate-positive operations, and data centres powered by green electricity, we've already built Montala to run with minimal environmental impact. We plant trees, offset all our emissions, and keep our footprint as small as possible. You might wonder where we go from here – but we stay alert to new opportunities to improve. Going fully paperless this year is a good example of how we can still fine-tune.

AI has been a big focus for us over the past year, and we've been careful to make sure our adoption of it doesn't come at an environmental cost. Much of it runs on our own servers, and where we use third parties, we've confirmed their data centres are powered by green electricity.

The challenge now is to maintain these standards as we grow and as new technologies emerge. Growth in staff numbers and advances like AI can bring environmental risks if they're not managed carefully. Our priority is to make sure that embracing change never means compromising our ethics or environmental commitments.

We've worked hard this year to keep Montala moving in the right direction – growing as a business, adopting new technologies, and still holding firm to our environmental and ethical standards. None of this happens in isolation. Our customers, suppliers, and team are all part of this journey, and we're grateful for the role you play in keeping us on track.

As we look ahead, our focus remains the same: to run a successful company that benefits everyone we work with while minimising our impact on the planet. We'll keep making improvements where we can, staying true to our principles, and making sure that growth never comes at the expense of what we stand for.

Thank you for being with us on the journey – here's to another year of progress.

Best regards,

Dan Huby and James Rein  
Directors, Montala Limited



# Our impact score

Certified B Corporations® like us meet B Lab's stringent standards for social and environmental performance, transparency, and accountability.

The certification scrutinises a company's entire operations across five impact areas:

- Governance
- Community
- Environment
- Workers
- Customers

The 'B' in B Corp signifies 'Benefit for all' - the core purpose of these corporations. B Lab UK, a part of the B Global Network, aims to transform our global economy to benefit everyone, not just a select few.

Their vision is an inclusive, equitable, and sustainable economy.

Becoming a Certified B Corporation® wasn't just about celebrating our accomplishments; it was about propelling further positive change in our organisation. The certification process is demanding. While the average score for standard businesses is only 51, B Corp status requires a score of 80 or higher.

We had to validate our responsible practices related to energy use, waste and water management, employee compensation, diversity, and corporate transparency. These efforts allowed us to exceed the 80-point threshold, earning us an impressive impact score of 105.4 points.



# Our 5 areas of impact



# Governance

Our mission statement: Montala champions ethics and integrity in business and upholds a culture of positivity, balance, and respect.

## This year's highlights:

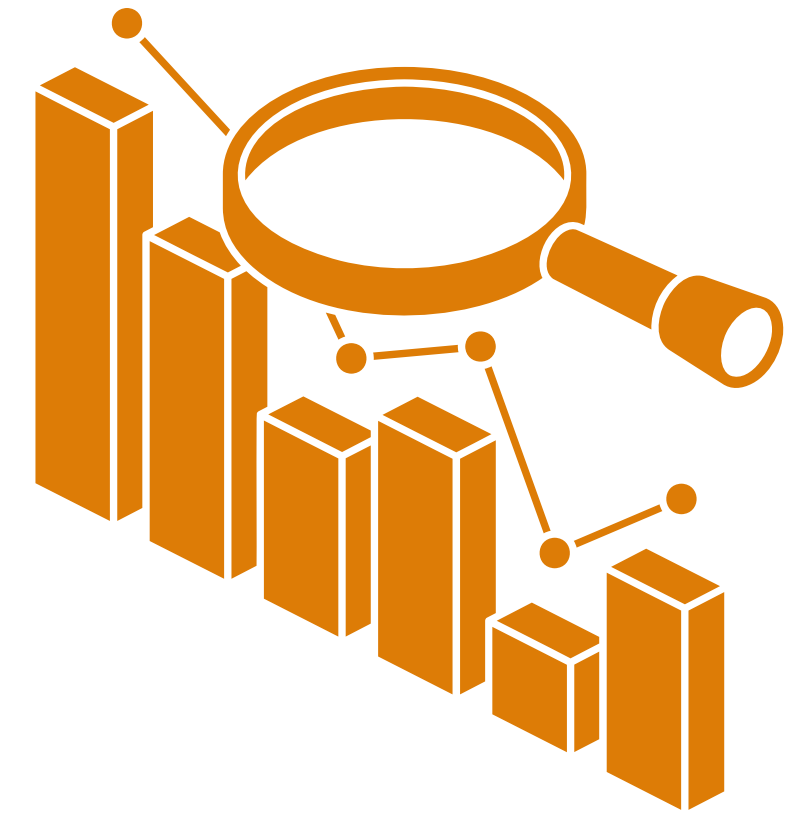
We updated our Ethical Policy to clarify two areas:

- Strengthened our stance on government bodies and state-owned companies in countries involved in serious breaches of international law and humanitarian standards. This now includes a defined list to remove ambiguity.
- Adjusted wording around gambling to focus on customers primarily involved in gambling-related activities, avoiding unintended exclusion of charities running small-scale fundraising raffles.

We continued full transparency with staff via the Montala Trust. Directors provide a written report for every Trust meeting, covering key metrics and strategy, and these reports are available to all employees.

## Plans for next year:

- We will review all internal policies to identify additional documents that could be made public.
- We will maintain clear, up-to-date definitions in our Ethical Policy so there is no uncertainty over its application.
- Building on recent updates, we will review additional policy areas to ensure they remain clear, consistent, and aligned with our values - especially as global standards and risks evolve.
- We remain committed to open communication, and will explore new ways to engage staff more directly in strategic discussions and feedback.



# Community

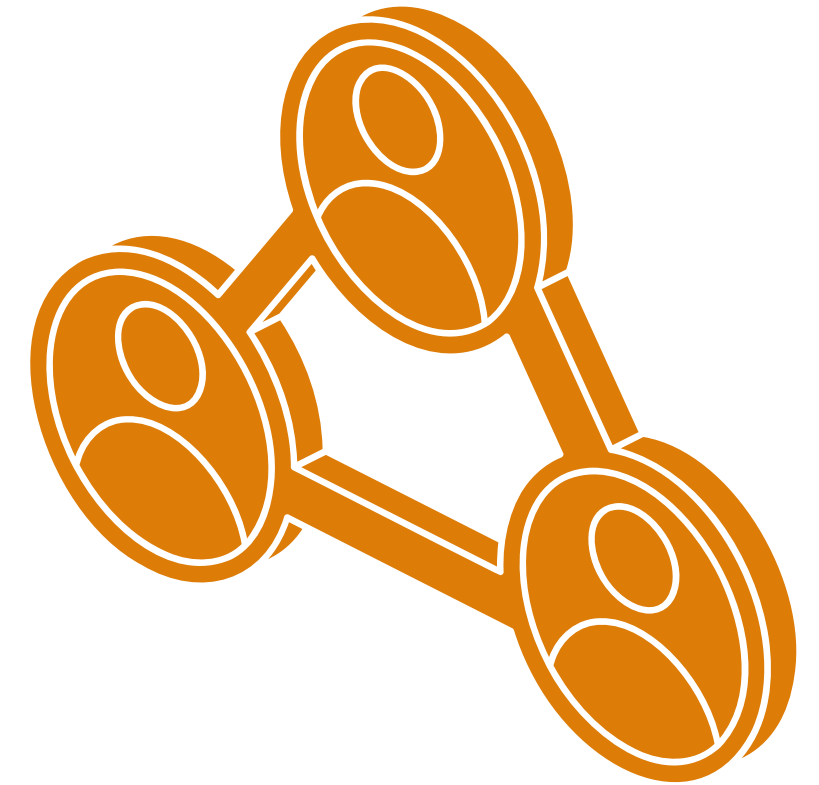
Our mission statement: We actively engage with charities in our local community, embodying our commitment to social responsibility.

## This year's highlights:

- This year, we've proudly continued our commitment to donating 10% of our profits to charity - bringing our total contributions to date to over £255,000.
- It's been incredibly rewarding to hear how these donations are making a real difference. One highlight was learning that our support helped The National Animal Welfare Trust purchase new flood-resistant dog agility equipment - something we know will bring real joy and benefit to the animals in their care.
- Alongside financial support, we've also been hands-on with our time. So far this year, our team has volunteered with a number of fantastic organisations, including RSPCA Oak and Furrows, Restore, The Pump House Project, The Oxfordshire Animal Sanctuary, and The National Animal Welfare Trust - with more volunteering days already planned for the coming months.

## Plans for next year:

- To build on the positive impact we've made this year, and surpass previous donation milestones as our business grows.
- To seek new ways to offer support beyond financial contributions - whether through hands-on volunteering, fundraising events, or awareness campaigns.
- After the success of this year's volunteering days, we aim to increase both the number of opportunities available and the number of team members getting involved. We're also exploring the possibility of forming longer-term partnerships with a few of our core charities to create more sustained and meaningful impact.



# Environment

Our mission statement: Our climate-positive actions underscore our dedication to environmental stewardship.

## This year's highlights:

- We became a fully paperless company, eliminating all remaining paper use in our operations.
- We maintained our climate-positive status by offsetting more than our total carbon footprint.
- We operated electric-only company cars, and avoided all business flights, holding meetings remotely where travel was not essential.
- We ensured all data centres we use are powered by green electricity.
- We managed AI adoption carefully to avoid environmental impact – running much of it on our own servers and confirming OpenAI uses green-powered facilities.

## Plans for next year:

- To maintain climate-positive operations while continuing to fine-tune areas with even small potential for improvement.
- To monitor new technologies for potential environmental impacts before adopting them.
- To continue offsetting all emissions and planting trees in line with our commitments.





# Workers

Our mission statement: As an employee-owned firm we prioritise our people, fostering a healthy work-life balance.

## This year's highlights:

- We delivered significantly higher profit shares to staff than in previous years, reflecting an exceptionally strong year of sales.
- We expanded the team with new hires in Customer Support, Infrastructure, and our first dedicated UX designer – marking a shift towards building more in-house capability and moving into a SaaS “scale-up” phase.
- We successfully ran a number of staff social events, helping to keep our fully remote team connected.

## Plans for next year:

- Further recruitment in software development to strengthen our in-house expertise.
- To increase the number of staff social events to maintain strong team relationships in a remote working environment.
- Continue ensuring our growth benefits all employees through profit sharing and employee ownership.



# Customers

Our mission statement: Providing great value and service, we cultivate enduring relationships with our customers and suppliers and operate with honesty, transparency, and a commitment to quality.

## This year's highlights:

- This year, we have continued to embed these values in every customer interaction - from the first onboarding call to ongoing system optimisation - ensuring our work delivers real, measurable benefits and customers realise the full potential of ResourceSpace.
- Our customer feedback system is now fully automated helping us to learn more about our clients and tailoring our service to meet their needs exactly. Our average customer satisfaction score remains at 4.99 out of 5.
- Our DAM Consultants have developed a thorough knowledge of our new AI offerings and are helping customers exploit this functionality to meet their needs.
- Our roadmap continues to be influenced by requests from our clients and we've introduced various pieces of new functionality based on suggestions we've received.
- We've successfully been audited and retained our ISO27001 accreditation and transitioned to the ISO 27001:2022 version so our clients can benefit from the highest data protection standards.

## Plans for next year:

- We're hiring a full time lead UX Designer and Developer to work on revolutionising user experience across ResourceSpace.
- We'll continue to expand our use of AI and leverage it in ResourceSpace to make things even more efficient for our clients.

