

IMPACT REPORT

ANNE SHOEMAKER &
ASSOCIATES

2024

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OUR STORY SO FAR

OUR MISSION

Established in 2018, our mission is to enable corporations to realize increased earnings & meet their goals for gender diversity in leadership by providing **action-oriented coaching** and **impactful workshops for women**.

OUR VISION

We aspire to be the world's most respected coaching and leadership development firm exclusively for women.

OUR VALUES

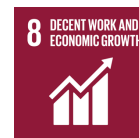
We're building an equitable, purpose-driven company that values **authenticity, diversity, and respect**. We **center women's experiences** from all races and backgrounds in our language and materials, and we **do not tolerate toxicity**.

OUR IMPACT

Our business mission is directly correlated to UN Sustainable Development Goal 5: Gender Equality.



with benefits also being realized in:



19%

ORGANIZATIONS THAT TAKE INTENTIONAL ACTIONS TO IMPROVE THE ADVANCEMENT OF WOMEN REPORT 19% HIGHER REVENUE GROWTH THAN THOSE THAT HAVE NOT.*

OUR 2025 ESG GOALS

In compliance with our Environmental, Social and Governance Policies, we pledge to do the following:

ENVIRONMENTAL

1

By January 31, 2025, we will engage a qualified energy consultant to conduct a comprehensive energy assessment to identify at least three (3) specific opportunities for improving energy efficiency and achieving cost savings.

2

By the end of Q3, we will achieve a 90% reduction in paper and ink use by transitioning all client communications and internal documents to digital formats, and implementing cloud-based tools for documentation and project management.

We will track monthly reductions in paper and ink usage to assess progress and make adjustments as necessary.

SOCIAL

3

By the end of 2025, we will engage with at least two (2) local organizations that support diverse talent to explore partnerships or collaboration opportunities.

Progress will be evaluated through a quarterly reflection on the partnerships and insights gained.

4

By the end of Q2 2025, we will identify and engage with at least two (2) local minority- and woman-owned suppliers to incorporate their services into our supply chain.

We will document our progress in a quarterly report to evaluate the effectiveness of our supplier diversity efforts.

OUR 2025 ESG GOALS

SOCIAL

5

By the end of 2025, we will actively participate in supporting at least two local charitable organizations through donations and 10 hours of volunteer work, and sponsor one local event that aligns with our company values.

We will track and assess the impact of these activities through personal reflections and feedback from community members to evaluate community engagement efforts.

GOVERNANCE

6

By the end of 2025, we will establish a confidential feedback mechanism for customers and partners to report any human rights concerns related to business operations. We will promote this mechanism through our website and social media channels, aiming to receive at least two pieces of feedback or inquiries regarding human rights practices.

We will conduct a bi-annual review to evaluate the feedback and implement necessary improvements.

2024 BY THE NUMBERS

PARTNERED WITH AND/OR PURCHASED FROM:



COMPLETED:



NEW
CERTIFICATIONS
EARNED:



NEW
CERTIFICATIONS
FORTHCOMING:



DONATIONS

IN 2024, ANNE SHOEMAKER & ASSOCIATES MADE FINANCIAL CONTRIBUTIONS TO THESE VITAL ORGANIZATIONS



- **Women to Women** is a permanent grantmaking endowment at the **Community Foundation of Greater Greensboro** dedicated to empowering women and children to create healthy families and vibrant communities in Guilford County.
- **Chamber of Mothers** is a nonpartisan 501(c)(3) uniting mothers as advocates to create a better America. We envision a nation where no mother dies a preventable death, where paid family and medical leave is accessible to all, and where quality childcare is affordable for every family.
- **Microloan Foundation** is a social microfinance institution providing business loans, mentoring, and training to women facing poverty in sub-Saharan Africa. With a sustainable income, these inspiring mothers and entrepreneurs can afford nutritious food, healthcare, and education for their families.

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