



Kore Global

Annual Benefit Report

2024



Published January 14th, 2025

Letter from the Co-CEOs

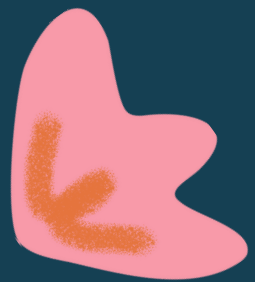
We're so happy to be launching our second benefit report since becoming a Benefit company in 2023. We also became B Corp Certified at the end of 2024, which further solidifies our commitment to ethical practice and giving back.

This report embodies the core values that define us: joy, integrity, justice, community, kindness and creativity. We talk about these in this report, as well as providing a brief background on who we are, and our commitment to driving meaningful change for our employees, clients, team, community and world. As we were recently certified, the content of our 2024 report is centered around the B Corporation impact areas and scores.

We hope you enjoy reading!

Rebecca Calder, co-CEO

Emily Boost, co-CEO



Rebecca Calder

Emily Boost



About Us

Get to Know Us

We are a woman-led consulting firm specialising in gender equality and social inclusion. With international expertise, we partner with leaders to create lasting social impact, offering tailored services that provide the evidence and tools necessary to drive meaningful change. Committed to transforming unjust systems and structures, we work alongside our clients every step of the way, ensuring they have the support needed to make decisions that truly move the needle towards a world where equal rights and opportunities are accessible to all.

Our Benefit Statement

Benefit Company and Beyond

Since Kore Global's founding in 2019, our mission has been to drive meaningful change—not just for ourselves, but for our clients, team, community, and the world. From the beginning, we've committed to measuring our success not only by financial growth, but by the positive impact we create as a company.

In 2023, we took a significant step by becoming a legally registered Benefit Company, formalizing our dedication to making decisions that consider all stakeholders - including our team, clients, and community - and the environment.

In 2024, we furthered this commitment by achieving B Corporation certification—an important accountability mechanism that reinforces our dedication to transparency and continuous improvement. While no accreditation is perfect, we're proud of achieving this milestone on our impact journey.



Our Values

Our values were thoughtfully developed by our team during a co-design workshop at our annual retreat. Each value is crafted with purpose, and we hold ourselves accountable to uphold them in all aspects of our professional work.

JUSTICE

We acknowledge and challenge injustice and discrimination, recognising our own power and privilege. We amplify diverse perspectives to ensure shared power for lasting change, and we speak out about what is just and unjust, even when it is difficult.

COMMUNITY

We take a collaborative approach, working together internally and externally to build a strong sense of community. We foster connections and elevate the meaningful work undertaken by our partners, supporters, associates, clients, and team members.

INTEGRITY

We uphold integrity and hold ourselves accountable—to each other, to our clients, and to the diverse groups they work with and serve. We exercise courage in admitting missteps openly, embracing honest communication, and pursuing continuous learning and growth.

JOY

We work with joy, both internally and externally with our partners and clients. We seek out opportunities that energise and inspire us, so that we can, in turn, energise and inspire others. We believe that making time for fun and laughter at work amplifies engagement, creativity, purpose, and well-being.

KINDNESS

We demonstrate kindness by actively listening, supporting, and treating others with respect and empathy. We foster an environment that uplifts each other so we can grow and succeed. Our culture of kindness extends beyond our workplace and into the wider community.

CREATIVITY

We see opportunities in problems and embrace challenges with curiosity and optimism. Drawing inspiration from diverse experiences and perspectives, we bring innovative solutions to the hardest and stickiest problems. A hunger for learning and doing better fuels our creativity.

Certified



®

Corporation

B Corp

Continuous Improvement

This year, we became a Certified B Corporation[™]— a certification given to companies that meet high standards of social and environmental performance, transparency, and accountability, as verified by B Lab. B Lab's standards are the core of the B Impact Assessment, on which all B Corps are required to score 80 or above in order to achieve certification. We are proud to share that we scored **148.4** points across five impact areas, a milestone we are thrilled to have achieved.

This report highlights our journey toward B Corp Certification and outlines our commitment to ongoing improvement as we move into 2025 and beyond.

Overall Score: **148.4 out of 200**

Companies need a score of 80 and above to qualify as a B Corp

18

Governance

Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency.

8.5

Environment

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity.

36.7

Workers

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction.

59.9

Customers

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels.

24.9

Community

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from.

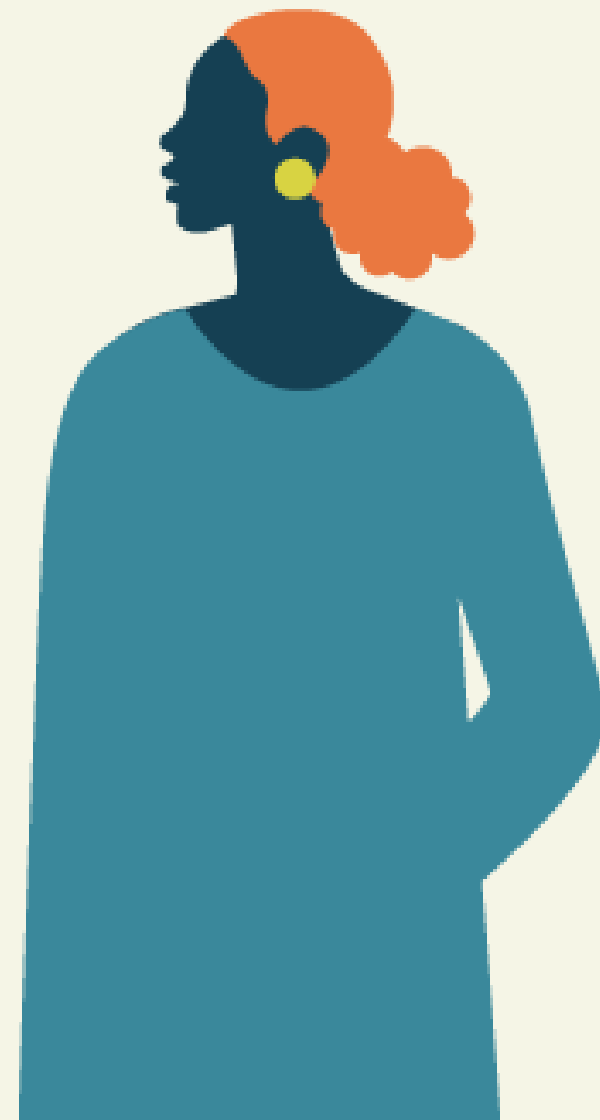
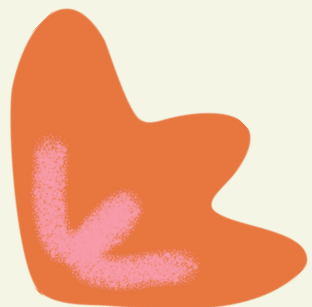
Governance

18

out of 25

'Governance' evaluates a company's overall mission, engagement around its social and environmental impact, ethics, and transparency.

Our company takes great pride in being **100% women-owned**, a testament to our dedication to fostering diversity and inclusion throughout our organisation. Over the past year, we've taken significant steps to **enhance our leadership team**, ensuring a blend of new perspectives and expertise to reinforce our governance practices. Our governance approach is grounded in a strong commitment to ethical conduct, sustainability, and transparent operations, while continuously measuring our performance against our mission and values.



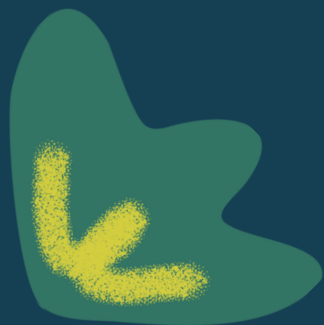
Workers

36.7

out of 50

'Workers' assesses a company's contributions to its employees' financial security, health and safety, wellness, career development, and engagement and satisfaction.

This year, we have expanded our team and **introduced an associate model** that fosters collaboration and provides more opportunities for professional growth. Our employees benefit from a **comprehensive benefits package** that supports their financial security, health and safety, wellness, and career development. Insights from our **annual staff survey** highlight high levels of engagement and satisfaction. Employees have expressed appreciation for our strong commitment to work-life balance, alignment with our mission and values, and a culture of unbiased recognition and performance management. They also noted our efforts to ensure equal access to resources and opportunities, as well as creating an environment where everyone can show up as their **authentic selves**. These findings reflect our ongoing dedication to fostering a **supportive and rewarding workplace**. We continuously assess and enhance our efforts to improve employee well-being, ensuring a workplace that promotes both personal and professional growth.



Community

24.9

out of 50

'Community' evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from.

Our JEDDI (Justice, Equity, Diversity, Decolonisation, and Inclusion) commitments have driven significant progress, including the establishment of an internal **JEDDI Working Group and a comprehensive Strategy**. Our participation in the **BC Living Wage** initiative underscores our commitment to fair compensation for all employees. By adopting a four-day work week, we offer our team dedicated time to give back to the community. In addition, we actively **support local non-profit organisations**, reinforcing our positive impact within our immediate community. However, our community score does not fully capture the global scope of our work. We are deeply focused on creating **positive change for excluded and marginalized communities**, particularly in the Majority World, rather than solely concentrating on local efforts.

Our continued community engagement demonstrates our commitment to the well-being of the communities we operate in, hire from, and source from, fostering sustainable and meaningful change.



Environment

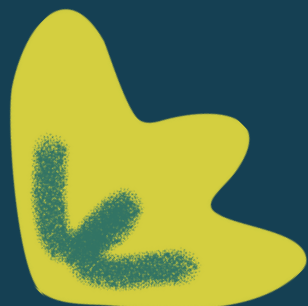
8.5

out of 20

'Environment' evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity.

We continue to advocate for **hybrid working**, offering flexibility that supports both productivity and employee well-being, as well as having a positive impact on the environment. Our commitment to sustainability is reflected in our **zero-waste initiatives**, which aim to reduce environmental impact. We consistently review and improve our practices to reduce our ecological footprint.

Our slightly lower score in the environmental category reflects the nature of our business model. As a service-based company, we do not have a supply chain or engage in product manufacturing, which limits our potential for a significant carbon footprint reduction. Achieving a high environmental score can be more challenging for service-based businesses like ours, but we remain **committed to finding ways to enhance our sustainability efforts** for the long-term contribution to the health of the planet.



Customers

59.9

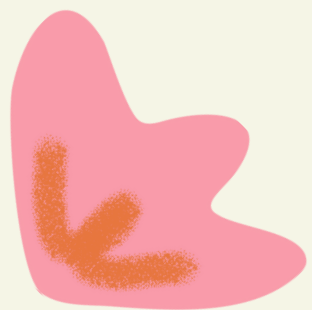
out of 65

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels.

We are incredibly grateful for the positive feedback from our clients, with consistently high ratings that reflect the quality and effectiveness of our products and services. **More than 25% of our clients have returned to work with us over multiple years**, a testament to the strong relationships we build. Additionally, we **regularly score 100% on our client project closure questionnaires**, underscoring our commitment to excellence. Our comprehensive feedback channels allow us to remain responsive to customer needs and continually improve satisfaction.

"Kore Global has been an amazing partner and friend to Women Deliver. They have been invaluable, not just in their brilliance as evaluators, facilitators, and technical experts in MEL, TOC, and RBM approaches, but also in how they worked in an inclusive and flexible manner with our staff, partners, and, most importantly, our advocates. We embarked on approaches that involved our entire global community, were innovative given our global advocacy focus, and they consistently delivered. We had a true partner who embraced innovation, learning, and adaptability."

• Women Deliver





Client Work

Here is a small selection of some of the impactful work we have completed in 2024

- 'SVRI New Strategic Plan 2025-2030'
- 'Evaluating gender-smart investments: The impact of investing in gender-diverse ownership and leadership'
- 'Transforming the Care Economy Through Impact Investing (TCEII)'





Client Work

‘SVRI New Strategic Plan 2025-2030’

Impact areas: Gender-based Violence and Safeguarding, Health, SRHR, and Bodily Autonomy, Strategy

Kore Global partnered with the Sexual Violence Research Initiative (SVRI) to develop their new Strategic Plan for 2025-2030. SVRI, a global leader in supporting collaborative evidence generation on violence against women (VAW) and violence against children (VAC) prevention and response, sought to build on the success of its 2020-2024 Strategic Plan. In this collaboration, Kore Global led the co-creation process for a comprehensive strategy grounded in SVRI’s feminist, inclusive, human rights, and decolonial principles, ensuring it continues to serve as a convener and catalyst in the VAW and VAC research fields. See SVRI’s testimonial below:

"Kore Global provided exceptional support in crafting our new strategic plan, combining deep expertise with a collaborative, feminist approach that ensured clarity, vision, and alignment with our mission. Their professionalism and commitment were invaluable throughout the process."

[Learn More](#)

Client Work

‘Evaluating gender-smart investments: The impact of investing in gender-diverse ownership and leadership’

Impact areas: Women's Economic Empowerment and Justice, Monitoring, Evaluation and Learning, Impact Investing

Kore Global was commissioned by [British International Investment \(BII\)](#) to undertake an evaluation to better understand the potential development impacts for women of investments meeting the 2X Challenge ‘entrepreneurship’ and ‘leadership’ criteria. The overall purpose of the evaluation was to generate robust evidence to inform refinements to BII’s approach to gender-smart impact investing. To guide our theory-based evaluation, we developed an actor-based theory of change (ToC) for how 2X investments are expected to influence outcomes for women as employees, suppliers and consumers. The ToC identified three main types of mechanisms (capability, motivation and opportunity) influencing client’s gender-smart practices, which were explored in-depth through the evaluation process. Our mixed-method approach included assessing the performance of the sample of BII’s clients against a set of pre-defined outcome markers to provide a quantitative benchmarking of the portfolio, as well as an assessment of the relative performance of clients with gender-diverse ownership and leadership compared to others in the sample. A thematic case study approach was used to explore similarities and differences between investments in terms of gender-smart practices and behaviours. Data collection methods included a desk-based review and key informant interviews with 29 investees to answer the evaluation questions, and the final report included a series of actionable strategic and operational recommendations for BII at each stage in their investment cycle. Key findings were presented during a series of webinars aimed at disseminating insights to DFIs, the broader 2X community, as well as staff and clients of the Foreign, Commonwealth & Development Office (FCDO) and BII.

[Learn More](#)





Client Work

‘Transforming the Care Economy Through Impact Investing (TCEII)’

Impact areas: Care Economy, Women's Economic Empowerment and Justice, Gender Analysis, Research and Evidence, Climate Justice, Impact Investing

Funded by Canada's International Development Research Centre (IDRC) and Soros Economic Development Fund (SEDF), Kore Global is leading a research consortium to identify and systematically review care economy business models in Latin America, Sub Saharan Africa, and South and Southeast Asia. This includes a mapping database of over 150 care economic businesses, the production of 59 care economy business profiles, and a structured collection of 19 case studies. Our Project Hub provides more information about this research. We have also produced blogs on Mapping Care Economy Opportunities Through the 4Rs Framework and Investing in the care economy for a feminist economic transition and a quadruple win. TCEII Phase II started in July 2024, and is focused on deeper work in 3 countries in Latin America, and a meta-analysis of Phase I data, which will focus on scalable business models, pathways to impact, and the care-climate-gender nexus. We have disseminated the research in a range of different fora, including SANKALP, CAFIID, the Latin America Impact Investing Forum (FLII), the 2022 Gender Smart Investing Summit, and the 2024 2X Global Summit.

[Learn More](#)



If you would like to learn more about Kore Global, our Values, Mission, and Work. Please visit koreglobal.org or contact us at contact@koreglobal.org.

In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office



MISCONDUCT DISCLOSURE
SCHEME

Certified



Corporation



WE'RE A PROUD
LIVING WAGE
EMPLOYER

Kore Global acknowledges and thanks the Coast Salish people of British Columbia, Canada, on whose unceded, traditional territory we reside. We express our gratitude to the xwməθkwəyəm (Musqueam) Nation, Skwxwú7mesh (Squamish) Nation and səlilwətał (Tseil-Waututh) Nation and we value the opportunity to learn, live and work on this land.