



Impact Report 2023

**Sharing our progress against the B Corp
impact pillars.**

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Our mission



ABOUT ENERGISE

We are a sustainability consultancy supporting customers in becoming a force for good and delivering real change. Our knowledge and tools support organisations of all sizes, ensuring sustainability goes beyond tick-boxes and into positive action.

For those ready to act and address their carbon footprint and social sustainability agenda, our team of experts will design end-to-end journeys to sustainability, regardless of your starting point or operational challenges.

OUR MISSION

To empower organisations to be a force for good for our planet and its people.

OUR VISION

We believe passionately in the power of organisations to create a sustainable future for our planet and its people.

A word from our Co-CEO & Co-Founder, Tamsin Alsbury

Welcome to our 2023 Impact Report!

As we reflect on the past year, I am proud of the progress we have made collectively. We dedicate the results of our efforts in our environmental and social responsibility to our wonderful customers and team.

In 2023 we grew as a company, expanding our expertise and our offerings. We were delighted to incorporate social sustainability into the mix of our service portfolio, bringing a more holistic approach to sustainability. Energise has also established its own Charity Committee which will contribute to our community engagement and employees' development in line with our ethos and values.

The growth we have experienced would not have been possible without the support and commitment of our customers, partners and team. Thank you for your continued confidence in us as we work toward a more regenerative future.

Looking forward, we are excited to further our dedication to our stakeholders and our community. I welcome you to dive into this report as we share our continued ambitions and stories in making an impact together.

Thank you for joining us on this journey and being a force for good.



OUR MISSION

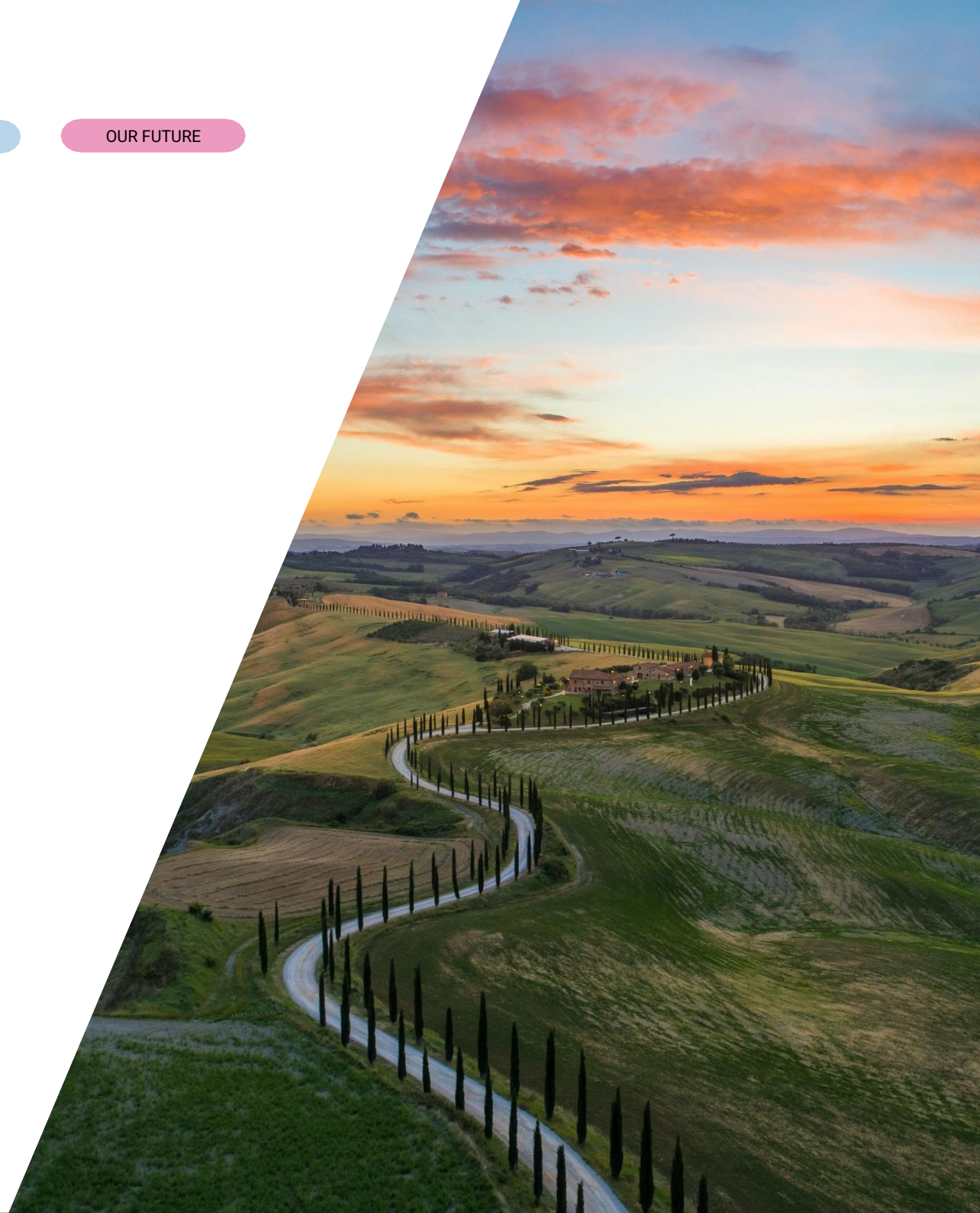
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What is a certified B Corp?

Being a Certified B Corp is a designation that means that a business is meeting high standards of verified performance, accountability, and transparency across a range of areas within our operation under the categories of Governance, Workers, Community, Environment, and Customers.



To achieve certification, a company must:

- 01** Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above.
- 02** Make a legal commitment by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders.
- 03** Exhibit transparency by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile on B Lab's website.
- 04** As leaders in the movement for economic systems change, B Corps build trust with consumers, communities, and suppliers; attract and retain employees; and draw mission-aligned investors. As they are required to undergo the verification process every three years to recertify, B Corps are by definition also focused on continuous improvement, leading to their long-term resilience.

Why be a B Corp?

We believe that business should be a **force for good**. Whether it is through developing partnerships that help organisations manage their impact, purchasing goods and services that support **environmental** and **social sustainability**, or creating a working culture that prioritises employee **wellbeing**, we are using our collective power to do good.

Everything at Energise is designed, purchased, and incorporated with people and planet playing **at least an equal role** alongside profit.

So alongside over 6,000 companies, in more than 80 countries, across over 150 industries, we became a Certified B Corp to be part of a global movement of for-profit businesses building an **inclusive** and **sustainable** economy that works for everyone.



Our B Impact target score

VERIFIED SCORE

We first certified as a B Corp in March 2022 with an initial verified B Corp score of 105.2. The median score for 'ordinary' businesses is 50.9 and the minimum score for certification is 80. Certification in the UK is overseen by B Lab UK.

THE DRIVE FOR IMPROVEMENT

Certified B Corps must recertify every 3 years to demonstrate that they are maintaining the stringent standards set by the B Impact Assessment. Our recertification is due in early 2025.



**Median score for
ordinary businesses**

50.9/200



Minimum score required for certification

80/200



Our first certified score for FY20

105.2/200



Our target score for 2025 recertification

>105.2/200

Our impact areas

**Our main driver is creating a positive impact, both at work and at home, for people and for planet.
As a B Corp, we focus on the following areas:**



GOVERNANCE



WORKERS



COMMUNITY



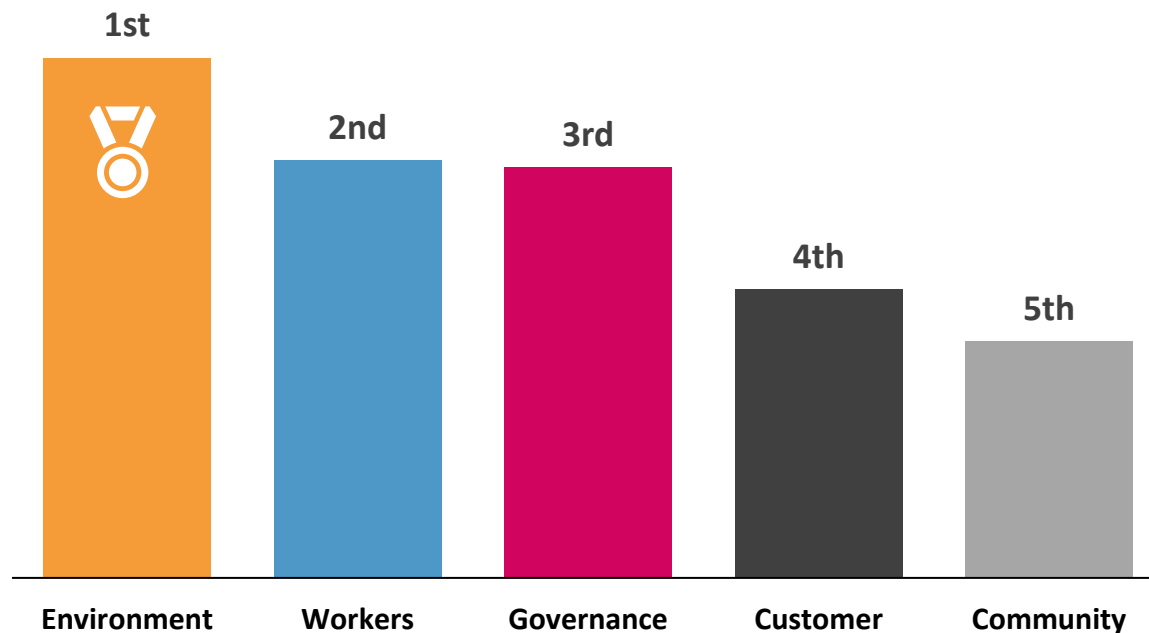
ENVIRONMENT



CUSTOMERS

Our impact areas

Here is an indicative breakdown of our strengths in FY2023 within the B Impact Assessment:



Our top categories were:

1. Environment
2. Workers
3. Governance

We're actively working on our improvement plan across all 5 areas of the assessment to ensure we are consistently striving for excellence and maintaining our industry-leading score.

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Governance

The interests of all our stakeholders need to be reflected in our decision making to ensure good governance within the B Corp model. Taking governance seriously enables the business to perform sustainably for our stakeholders, including customers, workers, investors, suppliers, and community alike, holding companies accountable for the benefit of people and the planet.

Our governance-focused initiatives include:



Reprioritising our primary measures of success from purely financial to include social and environmental metrics, even where they don't drive profitability



Internal training and knowledge sharing programmes for our team on social and environmental issues through monthly Lunch & Learn initiatives where employees deep dive into a topic of their choice to educate their colleagues



Compensating our executive leadership team on social and environmental performance



Workers

A company is only an idea without its workforce. We put our workers front and centre in all we do, putting great emphasis on inspiring, supporting, and educating our team. We continuously cultivate a supportive working environment as demonstrated by the benefits we provide as an organisation.

Our people-focused initiatives include:

- ☑ Unlimited annual leave
- ☑ Flexible working hours
- ☑ Part-time roles
- ☑ Employee well-being fund
- ☑ Enhanced maternity, paternity and parental leave
- ☑ Enhanced sick leave
- ☑ Benefits and discounts through well-being portal
- ☑ Improving our accessibility and inclusive office facilities



Community

This section reflects our commitment to giving back to people and businesses for a circular ecosystem that has economic and social benefits. Location and representation are considered in our supply chain, as well as the contribution that we make in our community through volunteer work and charity.

Our community-focused initiatives include:



SUPPLY CHAIN

Incorporated locality of supply chain into purchasing decisions to favour local suppliers



JOB CREATION

Our net job growth rate is over 15%



VOLUNTEERING

Incentivised employees taking paid time off for volunteering

Customers



Our customer-focused initiatives include:

- Continual improvement of customer satisfaction through formal feedback meetings;
- Providing latest industry news, specific to each customer;
- Providing recommendations for decision making processes for sustainable governance and operations;
- Reviewing "what next" for future planning and revenue growth;
- Retaining our customers as one of our biggest strengths.



Since Energise began, we have completed over **700 compliance programmes** and achieved a **100% audit pass rate** over the past 15 years to ensure the highest standards are met when our customers embark on their sustainability journey

Environment

This planet is our collective home, and sustaining it is at the heart of our mission. We work ardently with our customers to support them in reducing their negative impact on the planet, and it only makes sense that we walk the talk when it comes to our own operation.

Our planet-focused initiatives include:



Net Zero operations



100% renewable energy supply



Majority remote working model



Electric-only fleet



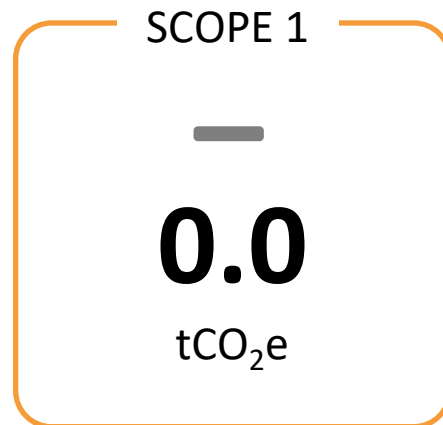
Single-use plastic-free office



Verified science-based target

Scope 1, 2 and 3 overview

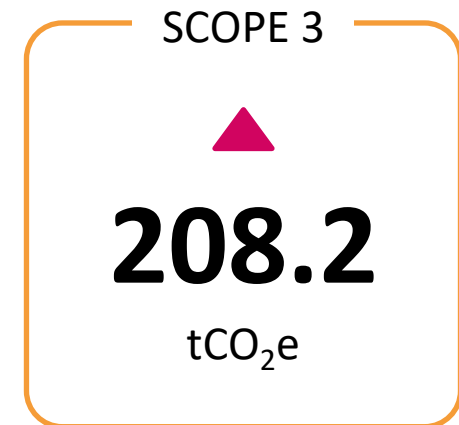
The figures below show our scope 1, 2 and 3 emissions for the FY2023-24 year.



We are proud of our continued **Scope 1 zero carbon emissions**



Increased diligence in the energy and resources we use have led to a **decrease in Scope 2 emissions**



Due to a growth of Energise and our team, our **Scope 3 emissions has increased**. Despite this, our emissions are still below industry average.

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Impact area plans and progress

The following two slides set out the commitments we made across the organisation since our first B Corp submission, and how we've performed against them since this time.

WHAT WE PLANNED	WHAT WE DID	IMPACT AREA
Introduce well-being and ethics-focused assessments for our employees	Every month, we survey the organisation with a majority response rate to gauge the well-being of our employees.	Workers
Introduce leadership development for consistent management practices and positive working culture	Successfully partnered with Happy Ltd to provide long-term access to ethos-aligned leadership training.	Workers
Introduce a 360-degree employee review process to encourage honest conversations and continual improvement	We allow line managers, reports, and peers to give a holistic and fair view of an employee's performance and development every year.	Workers
Improve the tie between remuneration and sustainability across the organisation	Increased our lowest wage paid by 20% to promote fair and equitable compensation in response to inflation and cost of living.	Community

Our commitments for 2024

Here's a snapshot of our plans for 2024:



Submit our B Corp recertification and achieve a score above 105.2



Monitor our Scope 3 emissions to avoid increasing beyond current emissions per employee



Improve external reporting and visibility of our sustainability targets and progress against them through biannual reviews.



Provide 50 hours of internal B Corp training that reaches 100% of our workforce.

"Our understanding of what's required to shift our economy towards Net Zero and a more sustainable future has changed over the past decade, but our commitment and passion have not."

Tamsin Alsbury
Co-CEO and Co-Founder, Energise

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Energise

Certified



Corporation

This company meets the
highest standards of social
and environmental impact