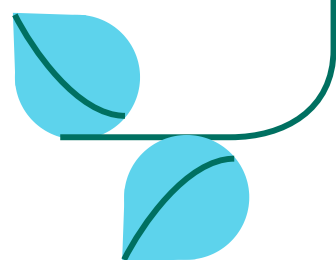




Triple Bottom Line
Accounting

OUR SUSTAINABILITY JOURNEY

A year in review of our learnings, achievements, and where we're headed in our sustainability journey.



Contents

Introduction	03
A bit about who we are	03
Our Footprint	05
Our 2024 Footprint	06
Business Travel	07
Electricity	07
Employee Commute	08
Waste Generated	08
Purchased Goods & Services	09
Upstream Leased Assets	09
Fuel & Energy Related Activities	10
Direct Emissions	10
Our Path To Reducing Emissions	11
Reducing Emissions	12
Decarbonisation Plan	13
Our People	15
Employee Engagement	16
Staff Electricity	17
Staff Sentiment	17
Climate Project Funding	18
Compensating for our emissions	19
Project we support	20
Appendix	21
Our Boundaries	22

Introduction

Triple Bottom Line Accounting supports clients in achieving financial success alongside positive social and environmental impact.

A bit about who we are

At TBLA, we are more than just an accountancy practice; we are innovators at the forefront of sustainable change in finance. Our expertise spans across comprehensive accounting, taxation, and advisory services, including strategic budgeting, sophisticated financial modelling, efficient business transaction facilitation, and facilitating growth through investment. We are distinct in embedding a net-zero/sustainability dimension into our advisory portfolio, setting a new standard for environmentally conscious business practices.

With 60% of our portfolio dedicated to clients in sustainability, ecology, social change, and ESG initiatives and the remaining 40% comprising traditional businesses, we facilitate a seamless transition towards a greener, more socially responsible business landscape.

TBLA has been B Corp certified since 2023 and is a long term member of the Good Business Charter and the Organisation for Responsible Business, A Living Wage Employer, Supporter of the Better Business Act, SME Climate Hub Committed, and A Norfolk Net Zero Waste Champion.

Our Vision: To be a leading force in transforming accountancy, inspiring SMEs to embrace a triple bottom line approach and collectively build a more sustainable and equitable future

Our Core Values: Caring, Professional, Progressive

2009

Established

420+

Clients

B Corp

Certified

Why sustainability is important to us

Empowering Change:

We are committed to guiding our clients towards achieving and surpassing their environmental and social goals. With a focus on credible Net Zero Strategies, we also provide a welcoming hand to those embarking on their sustainability journey.

Our Philosophy:

Transitioning from traditional accountancy, we now stand as a testament to sustainable evolution, honouring the “triple bottom line”: people, planet, and prosperity. Our alliances with the Capitals Coalition, B Corps and The Good Business Charter underline our drive to expand the horizons beyond conventional accounting.



Statement from our CEO and Founder, Dr Peter Ellington

Founding Triple Bottom Line Accounting was never just about numbers—it was about redefining what success looks like in business. As a former corporate accountant, I saw first-hand the damage caused when profit is pursued without regard for people or planet. At TBLA, we embed sustainability into every service we offer, proving that accountancy can be a catalyst for environmental and social transformation. Leading a team that shares this belief, and watching our clients thrive while doing good, gives me hope that business can—and must—be a force for systemic change



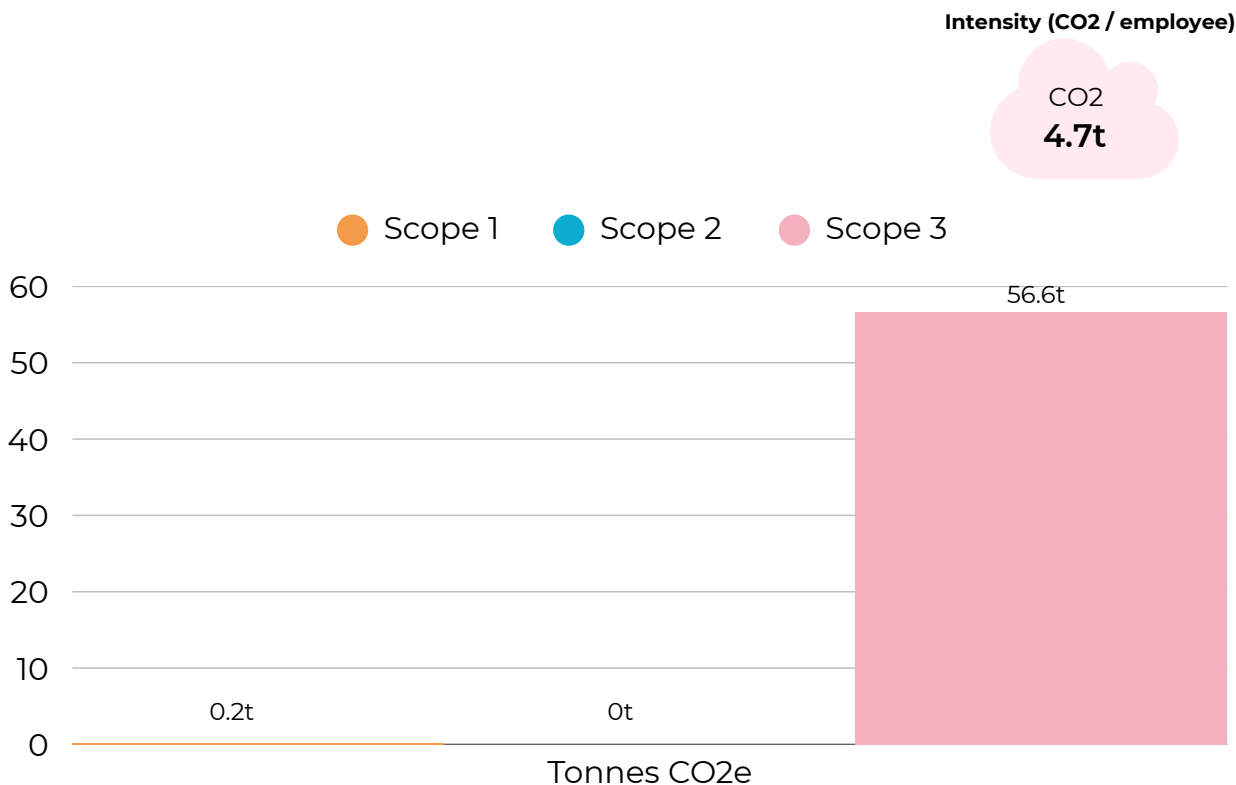
OUR FOOTPRINT

02

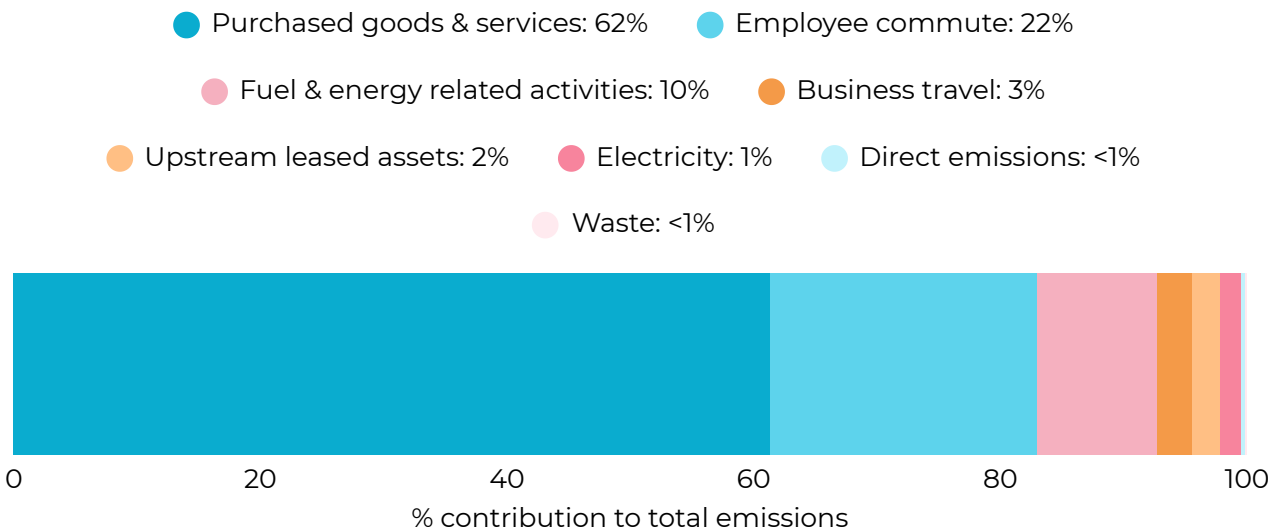
2024 Footprint

Overview

Our 2024 Carbon Management Report is based on our footprint for the period January 1, 2024 to December 31, 2024, which is our fifth carbon footprint assessment. The figures presented here reflect our gross emissions. 99.7% of our footprint is from Scope 3 emissions, meaning we'll need to engage with our suppliers and employees to reduce our emissions.



Footprint by category





Business Travel

Accommodation makes up the largest part of our business travel

CO₂
1.6t

Breakdown

- Accommodation: 1.1t
- Public transport: 0.4t
- Private transport: 0.09t



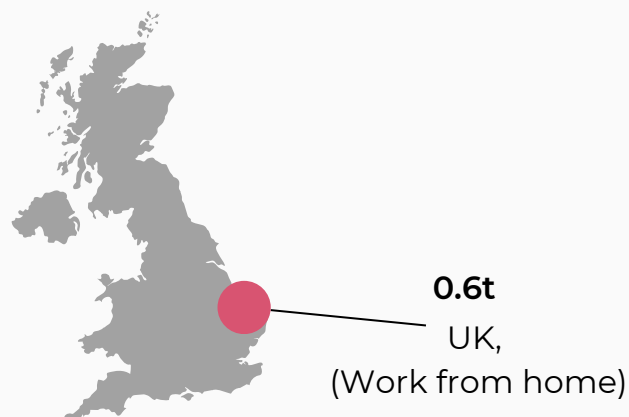
Electricity

We use 100% green electricity in our office building

0.6t



Electricity Location





Employee Commute

Employee commute contributes 21.8% to our total emissions



Private Transport
100%

Waste Generated



Less than 1% of total GHG emissions are linked to waste generation

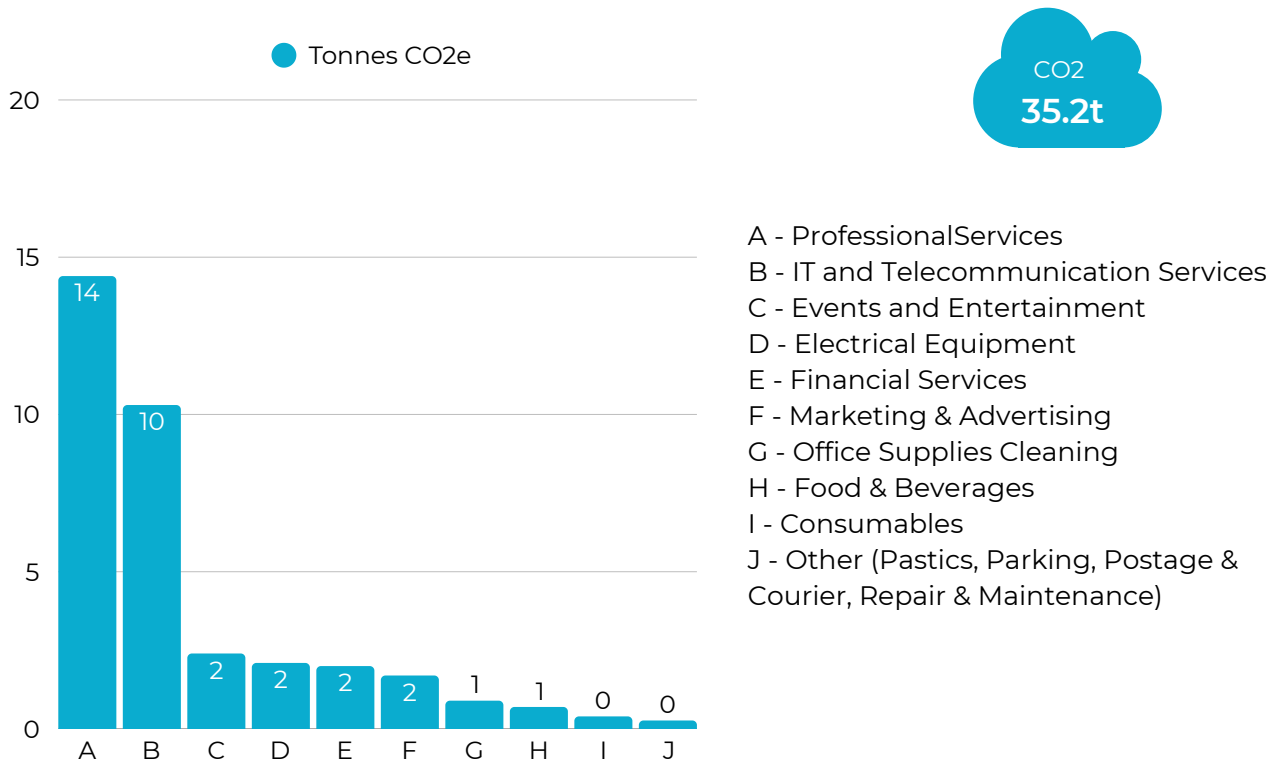
0.0029t



Most waste is collected in separate bins for recycling by The Enterprise Centre, including food waste. TBLA has purchased mixed plastics waste bins for several years that collect all non-recyclable plastics including used Lateral Flow Testing Kits. This plastic is melted using onsite micro-generated energy from solar and food waste. It is repurposed into garden furniture and building boards.



Purchased Goods & Services



Upstream Leased Assets

CO₂
1.3 t

Leasing company EVs makes up 100% of our upstream leased assets footprint, contributing 2.2% to our total carbon footprint

Fuel & Energy Related Activities



Emissions from gas used by employees working from home account for 100% of fuel and energy related activity, making up 9.8% of our total carbon footprint

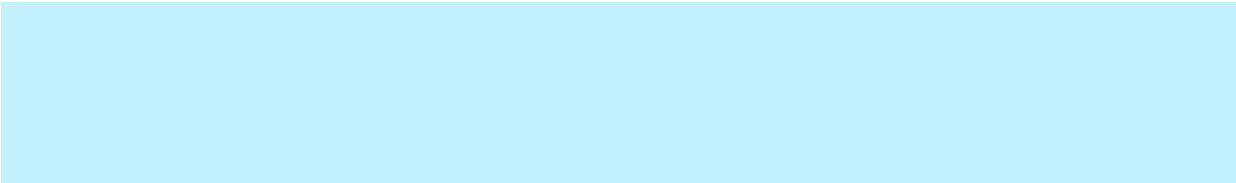
Direct Emissions



Gas makes up 100% of our direct emissions.
Less than 1% of our total emissions are due to direct emissions



● Gas: 100%



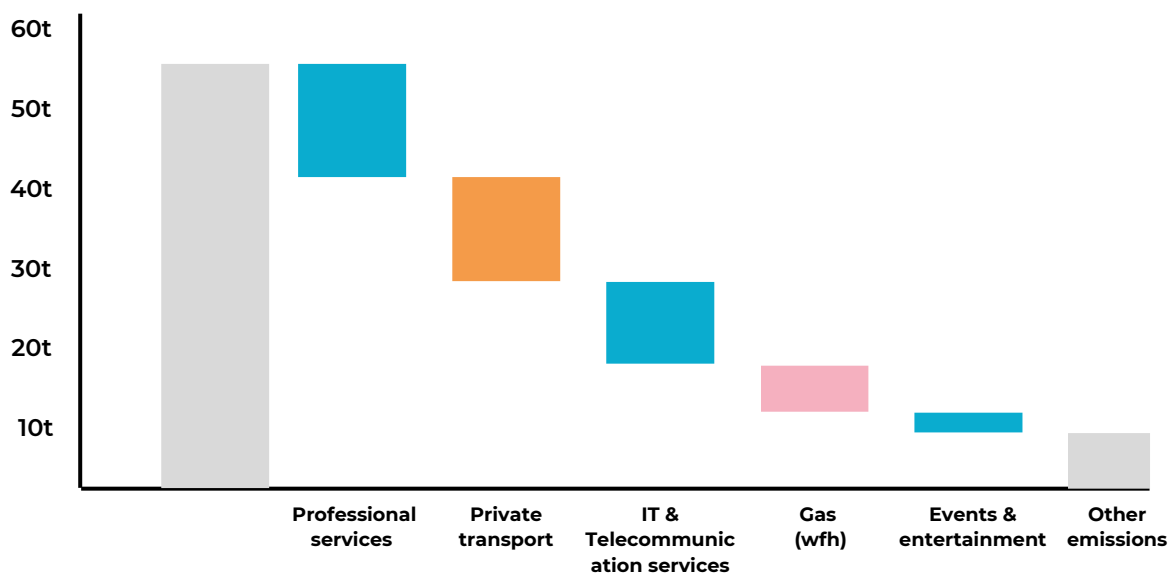
OUR PATH TO REDUCING EMISSIONS

03

Reducing Emissions

Our opportunities

The majority of our emissions stem from our supply chain. Opportunities for emissions reduction lie in the areas of Professional Services and IT & Telecommunication Services. Additional opportunities exist within our operations, particularly around Employee Commuting. These changes present a clear pathway to meaningful emissions reductions.



Our targets

Based on the opportunities we've identified to reduce our emissions, we've set targets that are focused on our key categories. Each target is carefully aligned with our long-term sustainability vision, ensuring that we make measurable progress in reducing our carbon footprint.



TARGET 1

Reduce gas emissions associated with WFH by 50% by 2030, relative to the 2023 baseline



TARGET 2

Reduce WFH related electricity emissions by 90% by 2030, relative to the 2023 baseline



TARGET 3

Reduce 90% of Purchased Goods & Services emissions by 2050, relative to 2023 baseline



TARGET 4

Reach Net Zero by 2050 through a 90% emissions reduction from the 2023 baseline



TARGET 5

Reduce employee commute emissions by 50% by 2030, relative to the 2023 baseline



TARGET 6

Reduce business travel emissions by 90% by 2050, relative to the 2023 baseline

Decarbonisation Plan

Completed

Our first step as a business was to measure our CO2 baseline, which lays the foundation to understand our footprint & identify the best areas to make reductions. We initially established our CO2 baseline for the year ending 2020 to understand our carbon footprint and identify priority areas for reduction. In 2023, we reset our baseline to reflect more accurate emissions factors and improved data quality. Additionally, we've taken the following action to reduce our carbon footprint.

2019 Going paperless	2020 Set our CO2 baseline and reset it in 2023	2020 Compensating emissions since 2020 to become carbon neutral	2021 Created EV adoption strategy to electrify company fleet
2021 Climate Perks for employees	2021 Educated staff about carbon emissions since 2021	2021 Engaged staff in climate actions	2021 Sustainable supplier policy implemented and updated annually
2022 Separating our office waste	2023 Developed climate focused mission statement	2023 Hardware Lifecycle extension	

In Progress

Our current focus is on engaging our staff to reduce their work from home and commute emissions. We are also focusing on reducing our business travel emissions and helping our suppliers becoming sustainable.

2025  Track our CO2 emissions on an annual basis	2025  Reducing WFH related gas emissions	2025  Help our suppliers become more sustainable	2025  Reducing emissions related to purchased goods and services
2025  Create a plan to reduce commuting emissions	2025  Enhance data quality to improve YOY measurement	2025  Climate advocacy through education and awareness	2025  Help employees switch to renewables at home
2025  Encourage our landlord switch to carbon neutral / renewable energy	2025  Reduce business related travel emissions	2025  Software rationalisation	

OUR PEOPLE

Employee Engagement

Overview

We believe our staff are an integral part of our decarbonisation plan, and work hard to engage our staff on the journey, as well as supporting them to take action to reduce carbon emissions.



100% of our employees engaged in our climate program including measuring their CO2 footprint.

Why is this important to our staff?



I once believed that business success required being ruthless, selfish, and competitive, focused solely on maximising shareholder profits through harsh decisions. With my strong values and principles, I felt I couldn't fit into such a world. Working for TBLA transformed my perspective, showing me that business can be a force for good and that we all have a role in creating positive change. It helped me understand how interconnected our world truly is—that we must view everything holistically rather than in isolation. The environment is such a crucial part of this bigger picture, and I've learned we need to work with it, not against it

-Tatiana Blana ACCA: Client Experience Director

Working for a business that takes meaningful climate action aligns my professional life with my personal values. Since joining TBLA, I've learned that numbers aren't just tools for financial performance—they're powerful instruments that reveal how a company protects our environment. This has fundamentally changed how I view accounting and business success. The traditional bottom line is no longer enough—we need to consider environmental and social impact alongside financial results. What particularly inspires me is working with clients who share this vision and embrace sustainable practices through our guidance

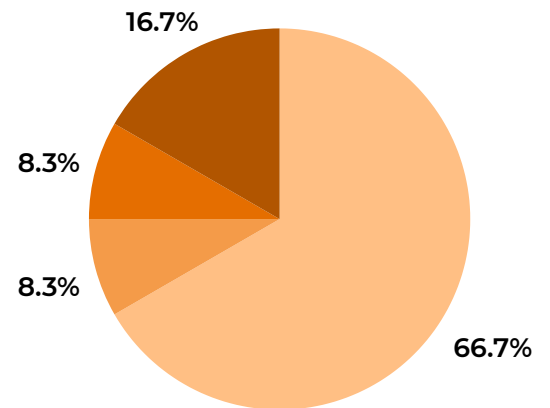
-Richard Newell, Finance Director



Staff Electricity

Proportion of electricity that is green / carbon neutral

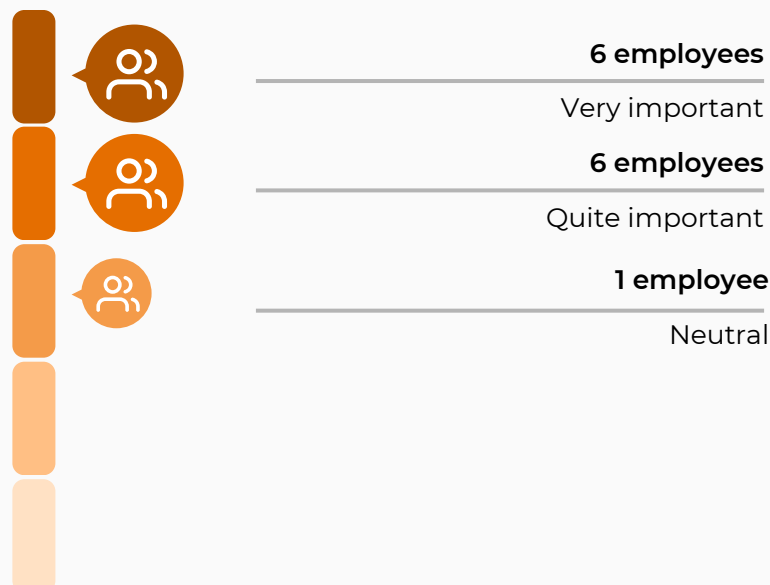
- 100% of the electricity is carbon neutral
- A limited amount of the electricity is carbon neutral
- None of the electricity is carbon neutral
- Not sure



25% of our staff use renewable or low emissions electricity

Staff Sentiment

How important is it to take action on climate change?



92% of our staff find it important for us to take climate action.

CLIMATE PROJECT FUNDING

05

Compensating For Our Emissions

Compensating for our emissions

We believe emissions reductions are the most important step to take towards a Net Zero future. While we work on these, we've purchased offsets as part of our transition towards Net Zero.



Project we support

Tree Plantation in Covenhope Reserve, Norfolk

Offsetting 60 tonnes of CO₂e emissions: To offset our carbon emissions, we partner with 'Make it Wild', a UK-based conservation organization. Our 2024 offsetting efforts will add to the 17 trees already planted to compensate for our 2023 emissions at Covenhope Reserve in Norfolk. These trees will absorb carbon, produce oxygen, and support insects, birds, and small mammals for decades to come.

Active engagement: In March 2025, our team spent a half day volunteering at the site to help increase biodiversity further and actively engage with our offsetting project. This November 2025, we have scheduled time to plant our trees under the supervision of conservation professionals, with additional funding provided to support their expertise.

Our position: We do not claim to be a carbon neutral business as a result of offsetting. We do claim to be making a small but positive environmental impact through these targeted investments in natural carbon sequestration and biodiversity enhancement.



APPENDIX

Boundaries



Methodology

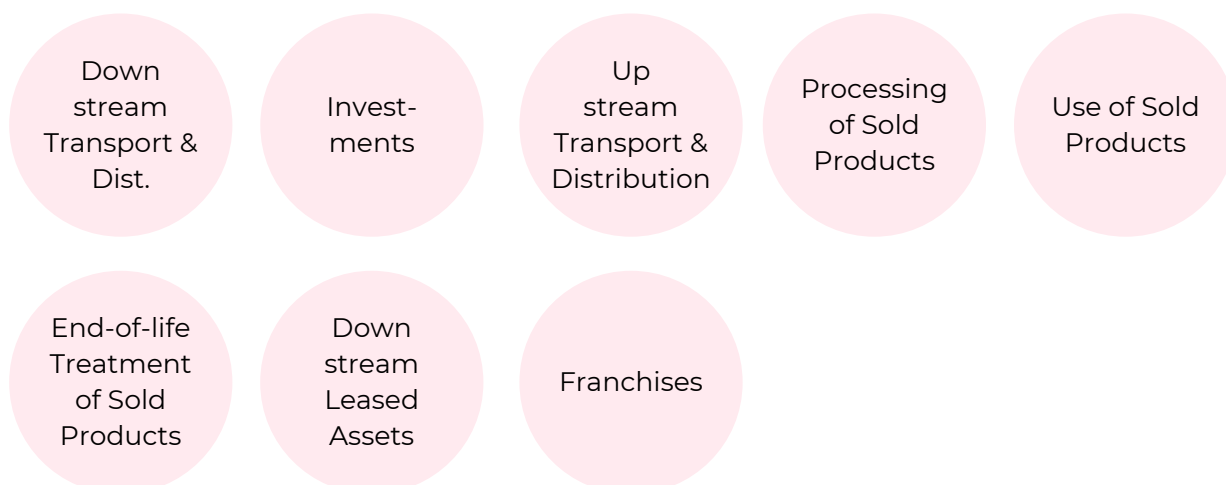
Our carbon emissions were measured based on our operational footprint, leveraging Trace's proprietary carbon assessment methodology. The emissions factors used were from peer-reviewed sources. Below is a breakdown of the GHG protocol categories in and outside the scope of our footprint.

In-scope



Out of scope

The following emissions categories either do not occur, have been deemed irrelevant or are out of our operational control.



THANK YOU