FORSTER
COMMUNICATIONS

IMPACT REPORT

2024-25

Certified B Corporation

SME Climate Hub COMMITTED 2025

Business Declares

RACE TO ZERO

CLEAN CREATIVES APPROVED

We are a Living Wage Employer

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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INDUSTRY RECOGNITION

BusinessGreen UK Green Business Awards 2024 WINNER Communications Agency of the Year Forster Communications

CIPR Excellence Awards 2024 Environmental Campaign Forster Communications Winner

esa Awards 2024 WINNER #ESAawards

Global Compact Network UK Amanda Powell-Smith Chief Executive Forster Communications 2024 UN Global Compact Network UK SDG Pioneer SMEs

edie NET-ZERO AWARDS 2024 FINALIST

PURPOSE AWARDS 2024 SHORTLISTED

PRWeek best places to work Shortlisted 2024

FOREWORD

This past year has strongly reaffirmed the importance of the work we do and the values we represent as specialists in sustainability communications. While the shift in consensus on progressive issues has brought its share of challenges, it's also deepened our commitment and resolve to live our purpose.

This shift is also reflected in the changing corporate perception of impact reporting. At the time of writing, we're seeing prominent businesses stepping back from their annual impact reporting. Now more than ever, we recognise the importance of remaining committed to transparency and taking control of the areas we can change.

This report marks the midway point in our Taking it Personally plan and, with the help of the Capitals Coalition, we have started to build our Integrated Profit and Loss (IPL) account. In light of this, our reporting looks different this year. Read on to see how we have mapped our impact against the four human, social, natural and produced capitals, all with the aim of helping us create a consistent value of our impacts from every aspect of our business.

We are learning at each step of the process and determined to share our experience. Progress is never easy but our aim is to build trust in what we report, use it to inform our decisions, and to help our peers and clients to transform their approaches too.

Amanda Powell-Smith, Chief Executive,
Forster Communications

B Corp Festival – Louder Than Words workshop

OUR PURPOSE: **TO HARNESS THE POWER OF COMMUNICATIONS TO PROTECT AND IMPROVE LIVES**

OUR VALUES: **CURIOUS MINDS**
COLLABORATIVE ATTITUDES
PIONEERING ACTIONS

OUR YEAR IN NUMBERS

36,433

HOURS SUPPORTING ORGANISATIONS

We worked with over 43 organisations, using the power of communications to tackle the climate crisis and drive social justice. Two briefs were turned down because they didn't align with our values.

81,660

MINUTES SPENT GETTING ACTIVE

We offer time off for every 'active minute' spent commuting or during lunch breaks to incentivise wellbeing and low-carbon travel. The Forster running club was relaunched and active minutes increased.

4TH

B CORP RECERTIFICATION

The fourth was as challenging as the first but we recertified with a higher score, putting us in the top 3% of B Corps in the UK. Gains came largely from the work driven by our Diversity, Equity and Inclusion (DEI) working group and our community action.

£13,675

DONATED TO COMMUNITIES DEVASTATED BY THE CLIMATE CRISIS

Alongside our own emissions reduction, we wanted to support people living with the day-to-day impact of the climate crisis. As well as a donation to build flood resilience in Bangladesh, we're also supporting Practical Action with nine days pro-bono PR support (249% increase from 2024).

1,326

HOURS LEARNING AND DEVELOPMENT

Our annual training calendar reflect's the company's and our team's needs and this year we also invested in personality assessments for the whole team, designed to improve understanding, communication and teamwork.

162

HOURS VOLUNTEERING (THAT'S 6.5 HOURS PER PERSON)

From delivering climate education in schools to supporting women at risk of the care system, each team member is given six working days a year to volunteer outside of client work to the issues that matter to us.

CREATING OUR INTEGRATED PROFIT AND LOSS ACCOUNT

Company away day to Cambridge

"An IPL account will help us to understand our impacts in more detail by identifying and valuing very aspect of our business in a consistent way. It will help us to improve our decision making around how we deliver our purpose of using communications to protect and improve lives.

Sophie Marjoram, Impact Working Group lead, Forster Commincations

CREATING OUR INTEGRATED PROFIT AND LOSS ACCOUNT

In line with our goal to create an IPL account by 2026, we have joined a pilot project run by the Capitals Coalition, a global NGO redefining value to transform decision making. As participants in the pilot, we are receiving support and guidance as we map out our impacts (positive and negative) across the four different capitals:

HUMAN CAPITAL

The knowledge, skills, competencies and attributes embodied in individuals that contribute to improved performance and wellbeing within and beyond the organisation.

PRODUCED CAPITAL

The human-made goods and financial assets that are used and generated by an organisation to produce goods and services consumed by society.

SOCIAL CAPITAL

The networks, together with shared norms, values and understanding, that facilitate cooperation within and beyond the organisation.

NATURAL CAPITAL

The stock of renewable and non-renewable natural resources (plants, animals, air, soils, minerals) the organisation uses to yield a flow of benefits.

This is how we are now reporting our impacts. We have already learned that we have missed some impact areas, and that we have not recognised the wider value of other areas. For example:

- The full impact of our summer internship programme on diversity in the industry was not being recognised
- The difference we make as a real Living Wage employer
- The proportion of holiday allowance used by our team and its impact on wellbeing

The next step for the development of our IPL is to select a valuation framework and method. This will enable us to put a consistent value on the impacts we have mapped out, including the new areas that have come to light.

"The Framework for Integrated Decision-Making aims to help organisations of all sizes integrate the value of nature, people and society into their decision-making processes, and importantly, do so transparently and with confidence. By doing so, we believe that organisations will be better equipped to adapt to the ongoing polycrisis of biodiversity loss, climate change and social inequality, making decisions that are not only financially sound but also regenerative, inclusive and resilient.

Graeme Nicholls, Technical Manager, Capitals Coalition

CAPITALS COALITION

OUR GOALS: 2023-26

Read our climate action plan: Taking it Personally

By 2026 we will create an IPL account that connects the value of our business to the value we make – or take – across society and the world around us.

HUMAN

We support our local economy and businesses run by people from minoritised backgrounds through our purchasing wherever possible.

We provide support – either directly, in partnership with our clients or through experienced intermediaries – to reduce the impact of climate crisis on vulnerable communities by March 2026.

PRODUCED

100% of our suppliers have verified 1.5°C-aligned science-based targets by March 2025.

50% of our suppliers have public commitments to protect nature by March 2026.

>70% of our suppliers have public commitments to fair pay to their employees and across their supply chain by March 2026.

Our business clients have verified 1.5°C-aligned science-based targets by December 2024.

100% of our clients are publicly committed to decarbonisation by April 2025.

100% of our clients have GHG emission reduction targets in place by March 2026.

100% of our business clients have credible targets to protect nature by March 2026.

100% of our clients have public commitments to fair pay to their employees and across their supply chain by March 2026.

SOCIAL

We continue to be active members of the Living Wage Campaign.

We champion, share and encourage best practice with others who share our values with >36 direct interventions with others (beyond print, digital and social media) between April 2023 and March 2026.

NATURAL

We update our SBTi target to include scope 3 emissions.

We develop approved targets to protect and support nature by April 2024, and create a tangible positive impact by March 2026.

Impacts of international travel required by the team for client services are mitigated by direct support of a nature-based community project.

We support and enable our team so that our carbon emissions as a business are reduced by 10% per person per year.

TAKING IT PERSONALLY:

HUMAN

People power our impact and we invest in the knowledge, skills and wellbeing that help our team thrive – from encouraging active lifestyles to creating an inclusive, flexible workplace.

This year, our team logged over 81,000 active minutes, which means they earn additional holiday through our wellbeing initiative. We continued to offer 20 weeks of gender-neutral paid parental leave, with several team members taking advantage of this to support their growing families. Office attendance continued to rise, even without set office days, reflecting the strength of our culture and the value of in-person connection.

We also continue our commitment to DEI with our partnership with the Taylor Bennett Foundation to offer paid internships to individuals from Black, Asian and ethnic minority backgrounds who remain underrepresented in the communications industry.

Employee using one of the company Brompton bikes

50%

female led board reflecting our commitment to inclusive decision-making that mirrors the communities we support

30%

increase in team training time in 2024/25, equating to 55 hours per person. This included allyship training with a DEI specialist completed by the team

18

staff members received 1-2-1 coaching, helping to support our team to achieve their full potential and improve client servicing

20

weeks gender neutral paid parental leave offered, three staff made the most of the time off with their new family

57%

office attendance increased by 7%, even with the change of rules for office working (no more set working day)

CONTINUING OUR COMMITMENTS AS A FOUNDING B CORP

Our recent recertification (131.1) puts us in the top 3% of B Corps in the UK, we increased our score by 20.9 points, ranking us in the top two UK PR agencies. Our gains came largely from the work driven by both our Impact and DEI working groups and centred around our action supporting colleagues and our community.

CLOCKING UP HOLIDAY WHILE MARATHON TRAINING

"Taking part in the London Marathon has always been a dream of mine, and being able to clock up active minutes while I trained was an added benefit that spurred me on towards the finish line! Offering incentives to get team members up and moving is so important to promote healthy living in the workforce."

Joel Del Gesso, Senior Account Executive

WE WELCOMED JODEL DIJAN, OUR SECOND SUMMER INTERN, FROM THE TAYLOR BENNETT FOUNDATION SUMMER STARS INTERNSHIP

"It's been a lovely three months with the team. I feel privileged to have had the opportunity to work with such dedicated, talented people and important clients. I'm leaving as a better communicator, writer and overall, with a renewed passion for sustainability and resolve to do my part to help those most affected by the climate crisis."

Jodel Dijan, intern

TAKING IT PERSONALLY:

PRODUCED

As with the organisations we work with, we continue to support our suppliers to move from commitments to action.

Another round of supplier screening was conducted, which showed encouraging levels of progress: the percentage of our Living Wage accredited suppliers rose from 44% to 65%, and one third of our suppliers are now B Corp certified – up from just 11% last year. New additions include Duna Films and insurance brokers, Sustain IB.

However, as part of our Taking it Personally plan, we set ambitious goals to only work only with suppliers that have SBTi-verified decarbonisation plans and credible nature targets.

We're not there yet and we're beginning to question whether these are the right metrics for all the businesses we work with. Many of our suppliers are intentionally small, local and values-aligned, but don't have the resources to pursue formal accreditations.

Rather than lower our ambition, we're expanding our approach. We'll use our learnings, our voice and our networks to help smaller suppliers take action where they can.

TRANSFORM Skoll event

REUSABLE PHOTO EXHIBITION FOR TRANSFORM

As a communications agency, our produced capital refers to the physical and digital infrastructure and creative outputs that we create for our clients.

This includes everything from campaign assets to digital content. Everything we create has a footprint.

As part of our work with public-private partnership initiative, TRANSFORM, we created a modular travelling photo exhibition in 2023. It was built to be reused or adapted and has been repurposed every year since at stakeholder events.

By focusing on efficient content production, our work is not only creatively engaging but also resource-conscious. Key for us will be working out how we value this as part of our IPL.

65%

of our suppliers and 58% of our clients are members of the Living Wage Campaign in the UK or in their local countries

1/3

of our suppliers are B Corp accredited, increasing because of a conscious push to work with like-minded businesses

100%

of our suppliers have net zero targets in place but only 50% are verified 1.5°C-aligned SBTis. Increased certification costs may act as a barrier to entry for the small suppliers we work with

170KG

of fruit and veg rescued through our Oddbox subscription as our office snack of choice

33%

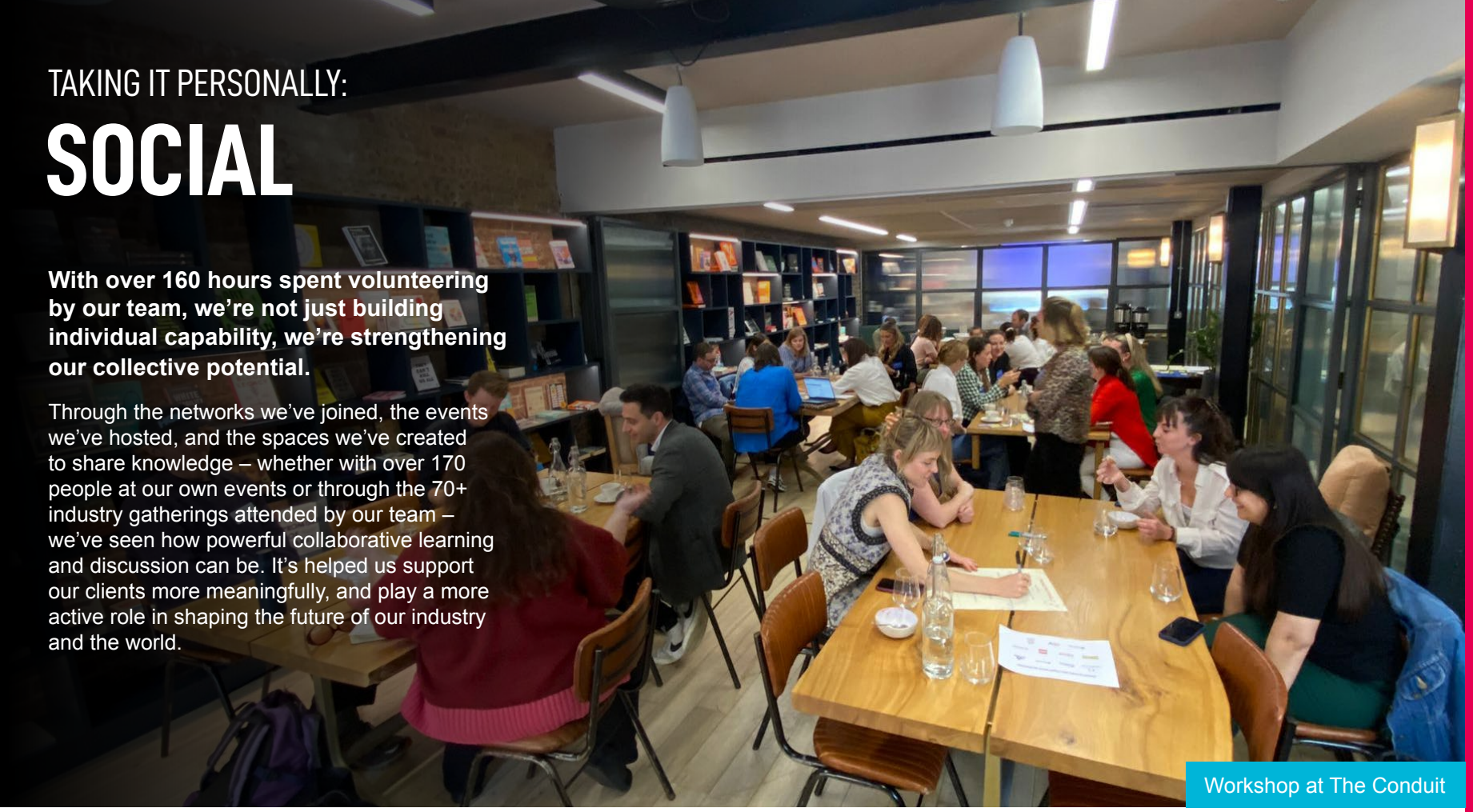
of the businesses we work with have nature targets in place. Our goal is to make this 100% by March 2026 and will share any nature measurement learnings we get from our work on the IPL pilot

TAKING IT PERSONALLY:

SOCIAL

With over 160 hours spent volunteering by our team, we're not just building individual capability, we're strengthening our collective potential.

Through the networks we've joined, the events we've hosted, and the spaces we've created to share knowledge – whether with over 170 people at our own events or through the 70+ industry gatherings attended by our team – we've seen how powerful collaborative learning and discussion can be. It's helped us support our clients more meaningfully, and play a more active role in shaping the future of our industry and the world.



Workshop at The Conduit

162

hours spent volunteering, from delivering climate education in schools to supporting women at risk of the care system

70

industry events attended by our team – bringing our voice, forging connections, and staying at the forefront of the sustainability conversation

170+

attendees welcomed to our hosted events, creating spaces for meaningful dialogue and collective action on topics from greenwashing to lived experience

USING OUR EXPERTISE TO DRIVE MORE RESPONSIBLE BEHAVIOUR

In partnership with like-minded organisations like Nice & Serious and Sancroft, we've shared our expertise and delivered collaborative workshops that empower professionals to communicate sustainability with integrity.

Through our ongoing collaboration with The Conduit, we've connected over 60 sustainability leaders over the past three years – creating a trusted space for learning, discussion, and action on greenwashing and embedding sustainability into brand narratives.

SUPPORTING OUR INDUSTRY TO UNITE LIVED AND LEARNED EXPERIENCE

In summer 2024, we hosted a powerful virtual event series designed to unite expert insight with frontline experience across climate action, international development, and social justice. The sessions explored how progressive organisations can combine lived and learned perspectives to communicate with greater authenticity and impact. The series attracted 104 attendees, sparking meaningful dialogue and cross-sector collaboration.

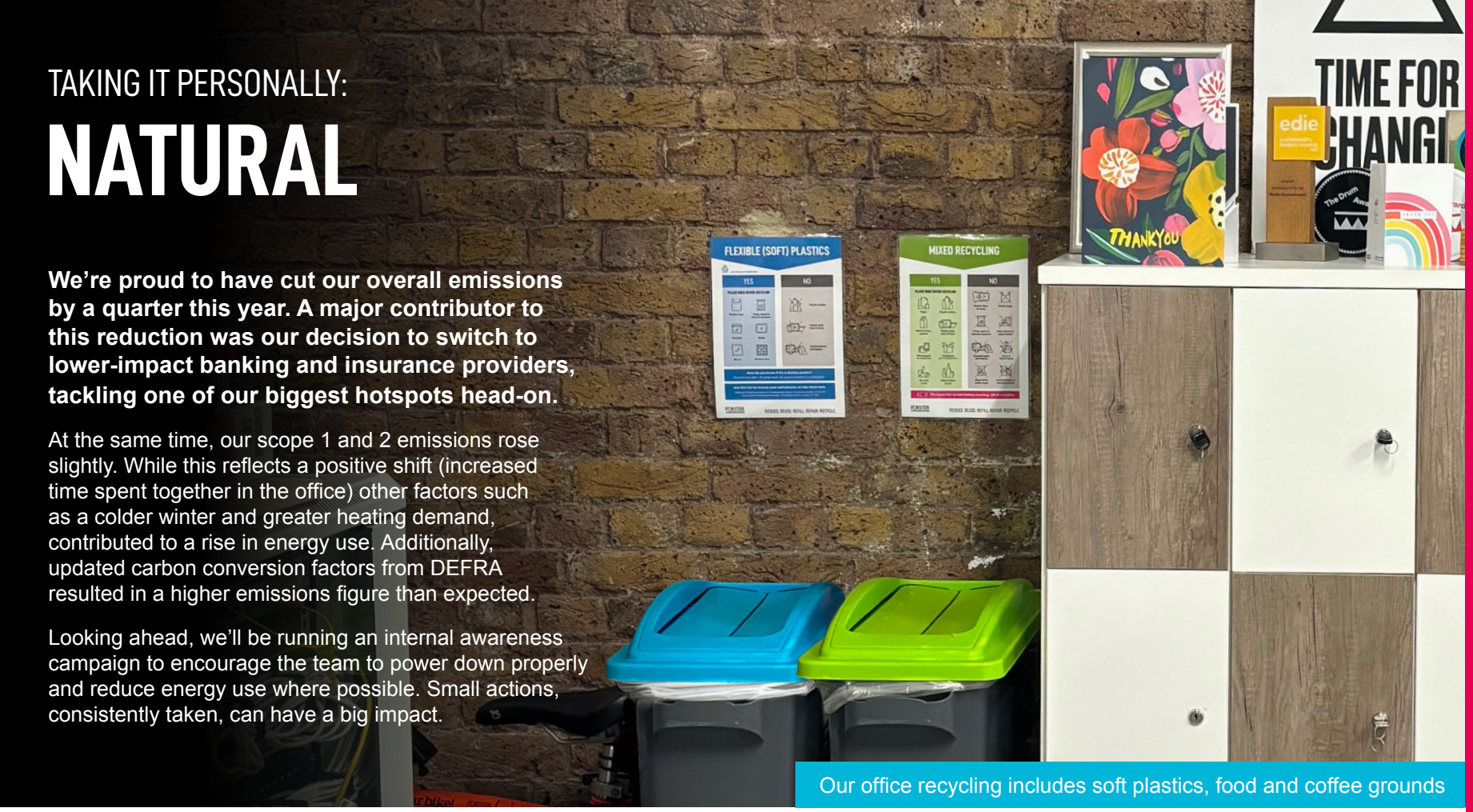
TAKING IT PERSONALLY:

NATURAL

We're proud to have cut our overall emissions by a quarter this year. A major contributor to this reduction was our decision to switch to lower-impact banking and insurance providers, tackling one of our biggest hotspots head-on.

At the same time, our scope 1 and 2 emissions rose slightly. While this reflects a positive shift (increased time spent together in the office) other factors such as a colder winter and greater heating demand, contributed to a rise in energy use. Additionally, updated carbon conversion factors from DEFRA resulted in a higher emissions figure than expected.

Looking ahead, we'll be running an internal awareness campaign to encourage the team to power down properly and reduce energy use where possible. Small actions, consistently taken, can have a big impact.



Our office recycling includes soft plastics, food and coffee grounds

25%
reduction in overall emissions (scope 1, 2 and 3) through changes to our banking and insurance provision

31%
increase in scope 1 and 2 emissions, due to increased use of office and its electricity and energy

4%
increase in commuting emissions from our team, due to an increase in time spent in the office

75%
reduction in CO_2 from travel due to decreased client requirement for international travel

3%
reduction in office waste, showing the new system implemented in 2024 and training is continuing to have a small but important effect

BACKING FLOOD RESILIENCE IN BANGLADESH WITH PRACTICAL ACTION

As a small business based in East London, we recognise the privilege we hold and the disproportionate impact the climate crisis has on communities across the Global Majority. Operating in the heart of Whitechapel, a predominantly Bangladeshi community, we wanted to support a cause that feels both globally relevant and locally meaningful.

Following research into how we could make the most impact, we've partnered with Practical Action to support their vital flood resilience work in Bangladesh – contributing both financially and through pro-bono PR support. During COP30, we'll be helping amplify the voices of those on the frontlines of climate innovation. Practical Action is a global development charity working to tackle poverty and inequality by championing locally led, practical solutions.

IMPROVING THE HEALTH OF COMMUNITIES AROUND THE WORLD WITH CLEAN AIR FUND

Super pollutants, like methane, black carbon (soot) and tropospheric ozone, are responsible for half of global warming. One of our favourite projects in 2024-25 involved gathering insights from global stakeholders to create tailored messaging and a communications strategy for Clean Air Fund, highlighting why tackling black carbon is a 'win-win' for climate and health.

OUR IMPACT IN DETAIL

2024-25

OUR IMPACT DATA 2024-25

HUMAN CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	NOTES
WELLBEING	Sickness days / person	1.41	2.55	80%	A rise in sickness days taken by the team as we supported individuals with medical issues. Our total remains below the national and industry average and we are committed to ensuring all staff have the space and time to look after themselves.
	Extraordinary leave days / person	0.35	1.38	295%	
	EAP use / downloads	9	14	56%	Better signposting to our EAP has meant a bigger uptake, especially using the discount for gym memberships.
DEVELOPMENT	Training hours / person	48	55.85	11%	An increase in training across the team, with more internal training sessions being offered, and staff taking advantage of online learning to develop their skills.
	Individuals having one-to-one coaching	15	18	20%	Although spend on training decreased, we still offer one-to-one coaching for individual needs and continue to use DISC training.
ATTENDANCE	Office attendance	54%	57%	6%	We continue to encourage staff to come back to the office, with the requirement that staff attend at least 50% of the time. Attendance has increased and it's nice to have a buzzy office again.
	Employee turnover	0	4%	100%	Having had no staff leave for two years, a junior member of the team left in Q3. We offered the role to our intern.
FAIR PAY	Paying the real Living Wage	Yes	Yes	–	We continue to support the development of interns through our programme, and advocate for the London Living Wage.
	Highest : lowest salary ratio	4.49	4.53	1%	
	Parental leave offered – 20 weeks full pay (Maternal and Paternal)	Yes	Yes	–	We continue to offer well above government recommendations, and have equity with secondary care leavers also able to take 20 weeks fully paid leave.

OUR IMPACT DATA 2024-25

HUMAN CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	NOTES
DIVERSITY, EQUITY & INCLUSION	% of board who are female	43%	50%	17%	We appointed a new female NED in 2023-24.
	% of owners who are female	50%	50%	0%	No change in ownership.
	Gender – % identify as female	73%	72%	-1%	
	Race – % identify as white	93%	95%	2%	There has been no real change to the ethnic diversity of our team over the past year. The representation of white employees remains higher than the national average of 81.3%.
	Disability – % consider themselves to have a disability, mental health or physical health condition	13%	14%	8%	Our current percentage is below the national figure of 17.7%.
	Sexual orientation – % identify as having an LGBTQI+ orientation	21%	24%	14%	An increase from last year and it is still much higher than the 3.2% who identified with an LGBTQI+ orientation in the 2021 census.
	Religion – % who say they do not have a religion or belief	88%	71%	-19%	Although a higher percentage of our team have a religion compared to last year (29%), we are still below the national average of 37.2%.
	Social mobility – % state they received or would have qualified for free school meals as a child	21%	10%	-52%	Our figure of 10% is well below the national figure that shows 23.8% of all pupils are eligible for free school meals.

OUR IMPACT DATA 2024-25

PRODUCED CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	NOTES
CLIENTS	Client Disclosure Report published	In July 2024	In July 2025	–	We published our fifth report in line with our commitment.
	Number of new briefs declined because they did not meet our engagement criteria	5	2	-60%	We declined two briefs in the year from companies who did not pass our client selection criteria as outlined in our engagement policy and as part of our commitment to Clean Creatives.
	% total clients with targets to protect / regenerate nature	2%	19%	964%	New audit of our clients found that 19% have nature targets in place as of the end of 2024-25.
	% total clients with verified 1.5°C-aligned science-based targets in place	37%	32%	-14%	A reduction in clients with science-based targets in place. We also grew our portfolio of international NGO and civil society clients that are less likely to have science-based targets.
	% of income from clients with verified 1.5°C-aligned science-based targets in place	79%	47%	-41%	A 41% decrease in income received from clients with SBTi targets in place. Not all of our international NGO clients have targets, but all work towards reducing emissions for others.
	% civil society sector clients with verified 1.5°C-aligned science-based targets in place	0%	0%	–	We changed our requirements in 2023-24 to track science-based targets rather than generalised GHG reduction targets. There is no format for charities to get these in place.
	% business sector clients with verified 1.5°C-aligned science-based targets in place	83%	58%	-30%	
	% International NGO sector clients with verified 1.5°C-aligned science-based targets in place	0%	0%	–	
	% clients with Living Wage commitments in place	74%	58%	-22%	New measurement for 2023-24. The percentage fell at the same time as our international clients increased. There is no international standard so its hard to compare in different countries and this is a metric we will need to review.
	% business sector clients with Living Wage commitments in place	75%	58%	-23%	New measurement for 2023-24.
	% civil society sector clients with Living Wage commitments in place	77%	50%	-35%	
	% international NGO sector clients with Living Wage commitments in place	63%	71%	13%	
	% of income from carbon critical industries	13%	10%	-47%	We worked with a global automotive business, supporting their decarbonisation and transition to electric vehicles.

OUR IMPACT DATA 2024-25

PRODUCED CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	NOTES
SUPPLIERS	% of suppliers who are members of the Living Wage Campaign	44%	65%	48%	There was no change in number of suppliers who are members of the Living Wage Campaign and support the real Living Wage. We have updated our supplier screening to cover this more thoroughly, particularly as our international suppliers increase.
	% suppliers with net zero targets in place	100%	100%	0%	Our final supplier change was in March 2023. From April 2023, 100% of our spend is with suppliers committed to net zero.
	% total supplier spend with net zero targets in place	100%	100%	0%	
	% of suppliers who are B Corps	10%	32%	220%	The overall number of our suppliers reduced, but we increased our B Corp certified suppliers by four.
	NB – This category covers suppliers with whom we have a direct purchasing arrangement.				

OUR IMPACT DATA 2024-25

SOCIAL CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	NOTES
TAXES	Corporation tax	Paid	Paid	–	
	PAYE	Paid	Paid	–	
	National Insurance	Paid	Paid	–	
COMMUNITY	Volunteering hours / person	11.01	6.47	-41%	In addition to individual volunteering including support of Pause, Green New Deal Rising, Grenfell Testimony Week, Regeneration group, Disability Africa & Friends of Ibba Girls School.
	Pro-bono hours / person	303	137	-55%	Including support of charity clients including Grenfell Testimony Week.
	Charity / pro-bono donations	£3,920	£13,675	249%	Includes donation to Practical Action in 2024-25 supporting flood defence projects in Bangladesh.
	Paid internship programme	Yes	Yes	–	We ran two internships which paid the real London Living Wage.
	Paid work experience programme	Yes	Yes	–	We ran work experience for six weeks through the Taylor Bennett Foundation paying the real London Living Wage.
EVENTS	Industry events attended by our team	38	70	69%	
	Attendees welcomed to our hosted events	86	275	220%	

OUR IMPACT DATA 2024-25

NATURAL CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	UNDERSTANDING
Scope 2 Emissions					
GHG EMISSIONS	Office electricity total tonnes CO_2 / person	0.09	0.12	41%	A colder winter and warmer summer resulted in higher energy usage in the office in 2024-25 compared to the previous year.
	Home electricity & gas total tonnes CO_2 / person	0.09	0.09	3%	Home working emissions have increased despite higher office attendance, due to more staff using central heating. So we need to address this for 2025-26.
	Scope 2 total tonnes CO_2 / person	0.17	0.19	12%	
	Scope 2 total tonnes CO_2	3.48	4.55	31%	
Scope 3 Emissions					
TRAVEL, COMMUTING & ACTIVE MINUTES	Business travel – UK trains tonnes CO_2 / person	38.52	15.12	-61%	An overall reduction in client travel in the year, with the majority involving train travel within the UK, or the Eurostar for European meetings.
	Business travel – Eurostar tonnes CO_2 / person	1.93	2.14	11%	
	Business travel – short haul flight km / person	9,872.00	–	-100%	
	Business travel – long haul flight km / person	105,844.00	–	-100%	
	Total tonnes CO_2 from business travel	63.51	17.26	-73%	
	Total tonnes CO_2 / person commuting by train/ underground	0.76	0.79	4%	A small jump in commuting emissions as a result of increased office attendance from 54% to 57%. We continue to encourage staff to active commute.
	Total % commuting by bike/walking	39%	39%	0%	% of active commuting trips holds steady, with new team members cycling or walking to work.
	Cycling to meetings – km	969.00	622.00	-36%	
	Active minutes / person	1,938.00	3,438.32	77%	Includes running, cycling, swimming, Yoga, walking – there was a big increase in the year.

OUR IMPACT DATA 2024-25

NATURAL CAPITAL

	IMPACT AREA	2023-24	2024-25	% CHANGE	NOTES
WASTE	Ratio of recycled : non recycled	90:10	86:14	-4%	A drop in weight of recycled material, but an overall drop in waste altogether, our recycling rate increased due to better signage and more waste training for the team.
	Waste to landfill	0	0	0%	
	Total waste tonnes / person	2.68	2.36	12%	
PAPER	Tonnes / person	0.47	0.52	11%	Although an increase, we continue to use unbleached recycled paper in our printer.
FINANCE	Total emissions from banking, pensions and insurance tonnes CO_2	187.6	165.3	-12%	In 2022 we reviewed our banking provision and remain committed to using our sustainable banking partners. In 2024 we reviewed and consequently changed our insurance providers which has reduced the emissions further.
ADMINISTRATION COSTS	Office supplies	£3,168.00	£1,895.00	-40%	
	IT maintenance	£36,702.00	£31,200.00	-15%	
	IT hardware	£3,345.00	£3,970.00	19%	We invested in more computing hardware, but have recycled our old laptops through charity partners, and our new laptops include recycled materials.
	Vegan company lunches	£3,345.00	£3,970.00	19%	
	Team lunches (inc away day)	£14,287.00	£8,405.00	-41%	
TOTAL	Total scope 1,2 & 3 emissions tonnes CO_2	255.35	187.90	-26%	Big reduction in overall emissions driven by the reduction in banking and pensions and also the reduction in international air travel for clients.

CLIENT DISCLOSURE REPORT

We worked for a leading motor car manufacturer on their strategic sustainability communications to support their transition to a circular economy.

INCOME FROM CARBON CRITICAL SECTORS

10%
PRIVATE CARS

0%
MEAT AND DAIRY

0%
AVIATION

0%
CONCRETE & CEMENT

0%
TRUCKING & SHIPPING

0%
PLASTICS

0%
CHEMICALS & PETROCHEMICALS

0%
COAL, OIL & NATURAL GAS

0%
TIMBER, PULP & PAPER

0%
IRON, ALUMINIUM & STEEL MANUFACTURE

PARTNERS FOR CHANGE

If you're interested in driving change or would like more information on what we're doing, please get in touch.

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