

# Impact Report 2022

**Sharing our progress against the B Corp impact pillars  
during our first year of certification.**

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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, sector 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, Tamsin Alsbury

At Energise, the most impactful work we can do is driving change hand in hand with our customers. Our mission is to empower them to be a force for good, and our team have created an incredible level of impact in the last year. We acknowledge that as a Sustainability Consultancy, we have to lead the way on change by being as sustainable as we can be. I'm proud that we are part of the B Corp community, and that we take meaningful action to reduce our carbon footprint, reduce our harm through social and environmental impacts and work towards being a regenerative business, which you can read about within this report.

Our belief is that by enabling any organisation, including our own, to understand how to align their purpose to make a positive impact, and integrate ways of reducing harm and becoming regenerative into their business model, we will allow people and the planet to flourish.

Our team are passionate about supporting our customers to achieve a better outcome for people and planet, and their commitment has led to our work impacting 1 in 50 people in a UK workplace. This report shows the progress we've made and the level of our ambitions moving forward. Our purpose and commitment continue to drive us forward, and we hope you enjoy reading about our journey to date and our next steps.



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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 and Environment.



## In order to achieve certification, a company must:

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above
- Make a legal commitment by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders
- 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.
- 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.

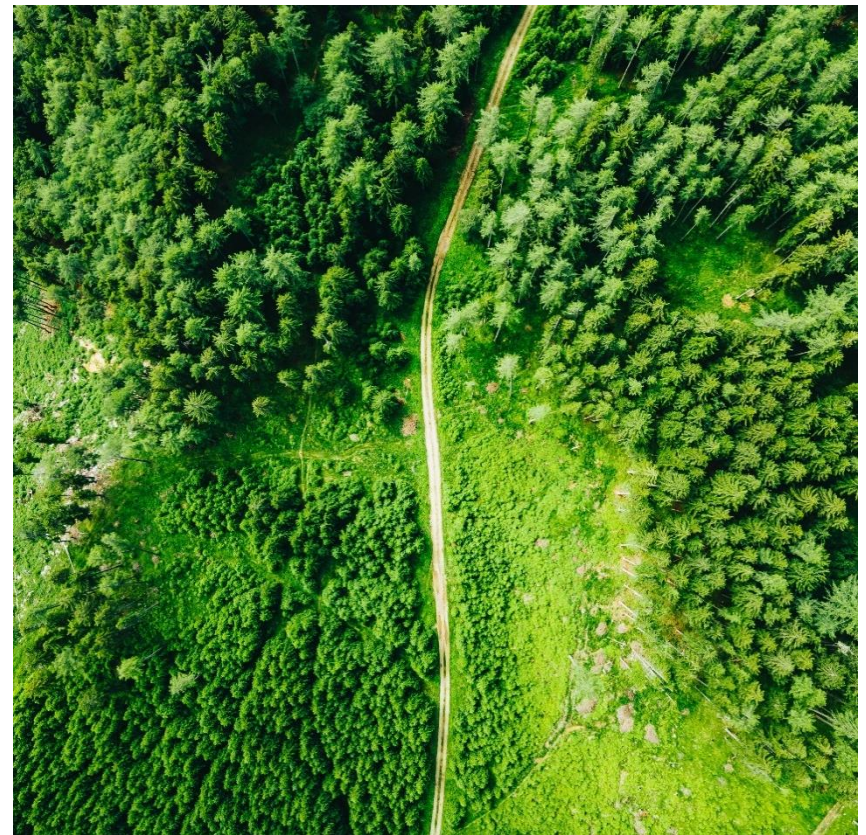


# Why become a B Corp?

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.



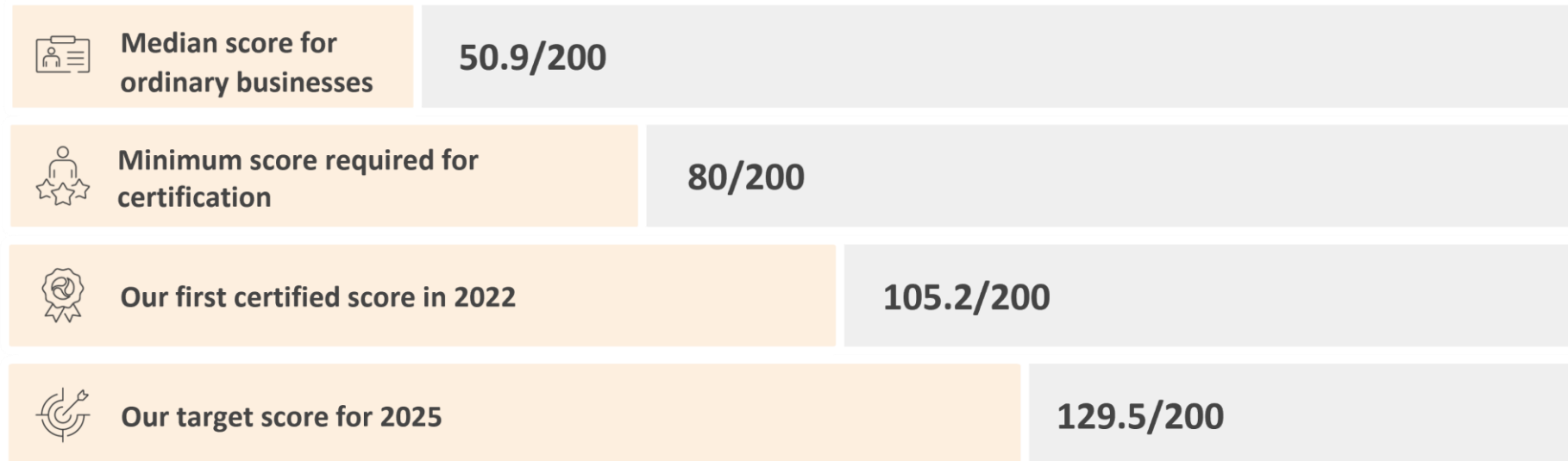
# Our B Impact Score

## 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 next recertification is due in early 2025. We target an 8 point year on year improvement score and attach Executive bonuses to the achievement of that score.



# Our impact areas

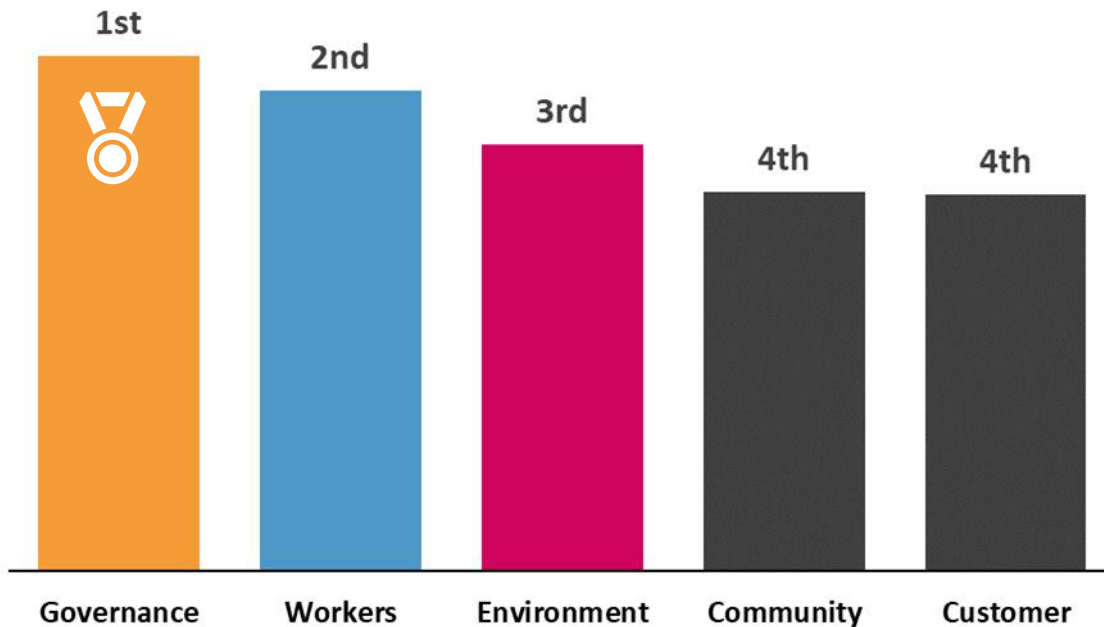
**Our main driver is creating a positive impact, both at work and at home, for people and for planet.  
As a B Corp, we focus on the following areas:**





# Our impact areas

Overall, we scored 105.2 on our B Impact Assessment, but there's always room for improvement.



Our top scoring areas were:

1. Governance
2. Workers
3. Environment

We've 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.

# Our contribution to UN SDGs

## ABOUT THE UN SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a collection of seventeen interlinked objectives, the purposes of which is to serve as a "shared blueprint for peace and prosperity for people and the planet, now and into the future." The seventeen goals are all listed in our assessment of our current performance on the right of this page. More details on them can be found on the [UN website](#).

## OUR ASSESSMENT

We have a service to provide an assessment of progress against the UN SDGs using our Sustainability Performance Tool. We've set out our current progress against each SDG in the table. The aim of 100% is to be an organisation that does no net harm in that area. A score of 100% indicates no harm, a value higher indicates that we are regenerative in that area.

## OUR MATERIAL SDGs

We have identified materiality by assessing alongside our SASB materiality assessment. Our focus SDGs which we believe we can impact most in our operations are:



SDGs	% Progress Scores
1 No <b>poverty</b>	91%
2 Zero <b>hunger</b>	91%
3 Good <b>health and wellbeing</b>	94%
4 Quality <b>education</b>	91%
5 Gender <b>equality</b>	91%
6 Clean <b>water</b> and sanitation	91%
7 Affordable and clean <b>energy</b>	91%
8 <b>Decent work</b> and economic growth	91%
9 Industry innovation and <b>infrastructure</b>	82%
10 Reduced <b>inequalities</b>	82%
11 Sustainable cities and <b>communities</b>	82%
12 Responsible <b>consumption</b> and production	81%
13 <b>Climate</b> action	91%
14 <b>Life below water</b>	94%
15 <b>Life on land</b>	94%
16. Peace, <b>justice</b> and <b>strong institutions</b>	82%
17. <b>Partnerships</b> for the goals	82%

# Materiality (SASB)

We have undertaken a materiality assessment to identify the key areas of focus for sustainability, and where our sustainability approach needs to address any specific risks. This has been done using the SASB (Sustainability Accounting Standards Board) Materiality. Material areas are highlighted. This does not mean that we do not believe there is action required in the other areas, and we are taking clear action in areas not identified as material financially based on our values/B Corp status.

Environment	Social Capital	Human Capital	Business Model & Innovation	Leadership & Governance
GHG Emissions	Human Rights & Community Relations	Labour Practices	Product Design & Lifecycle Management	Business Ethics
Air Quality	Customer Privacy	Employee Health & Safety	Business Model Resilience	Competitive Behaviour
Energy Management	Data Security	Employee Engagement, Diversity & Inclusion	Supply Chain Management	Management of the Legal & Regulatory Environment
Water & Wastewater Management	Access & Affordability		Materials Sourcing & Efficiency	Critical Incident Risk Management
Waste & Hazardous Materials Management	Product Quality & Safety		Physical Impacts of Climate Change	Systemic Risk Management
Ecological Impacts	Customer Welfare			
	Selling Practices & Product Labelling			

# OUR IMPACT

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# Impact highlights



**100%**

renewable energy supply +  
zero scope 1 & 2 emission  
operation



**Verified**

our Net Zero target  
by the Science Based  
Targets Initiative



**66%**

net job growth rate



**Unlimited**

annual leave plus other  
worker benefits



**1 in 50**

of the UK workforce  
impacted by our work

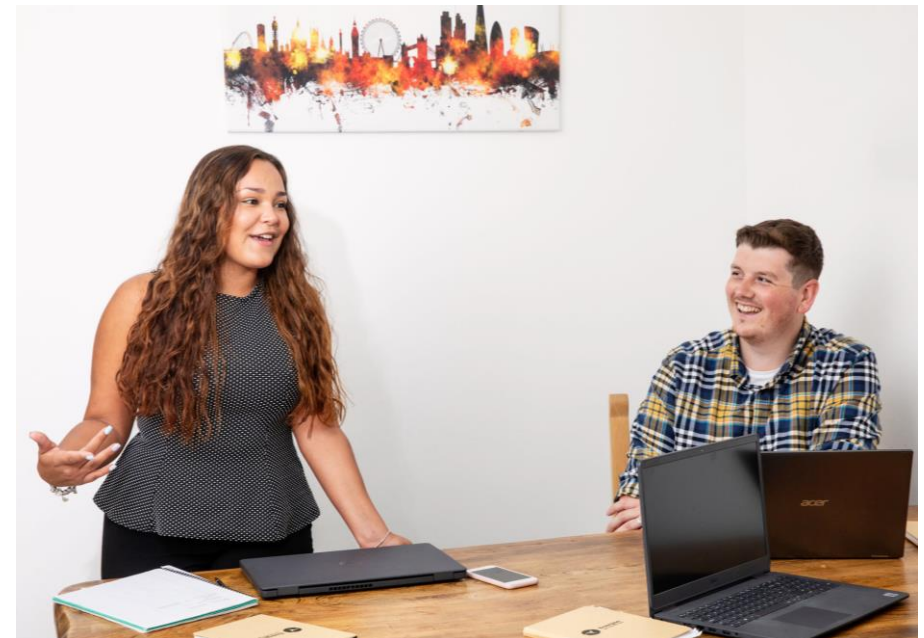


# Governance

**Good governance within the B Corp model requires that we consider the interest of all our stakeholders — customers, workers, suppliers, communities, investors, and the environment — in our decision making. Put simply: stakeholder governance ensures we have better businesses that are accountable to people and planet.**

## Our governance-focused initiatives include:

- ✓ Reprioritising our primary measures of success from purely financial to include social and environmental metrics
- ✓ Internal training our team on social and environmental issues
- ✓ Compensating our senior leadership team on social and environmental performance



# Workers

**People matter and that's why we put them first. We focus on not only supporting, inspiring and educating the people who work in our customer organisations, but on creating a working environment that fosters opportunities for our team to flourish.**

## Our people-focused initiatives include:

- Unlimited annual leave
- Flexible working hours
- Annual bonuses tied in part to B Corp progress and volunteering time
- Employee wellbeing fund
- Enhanced maternity, paternity and parental leave
- Enhanced sick leave
- Benefits and discounts through wellbeing portal
- Improving our accessibility and inclusive office facilities

## 2022 people-focused awards

Employer of the Year and Overall Winner at the SME  
Cambridgeshire Business Awards

Wellbeing and Diversity Award at The Energy Live  
Consultancy Awards (TELCA)



# Community

The Community section is about our commitment to giving back to people and businesses in order to create a better economic system. This section covers location and representation considerations in our supply chain, as well as the contribution that we make in our community.

Our community-focused initiatives include:

## 01 SUPPLY CHAIN

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

## 02 JOB CREATION

Our net job growth rate is 66%

## 03 VOLUNTEERING

Incentivised employees taking paid time off for volunteering by tying uptake to bonus criteria

**“Volunteering enables me to play an active role in my community. It’s honestly one of my favourite ways to spend an afternoon: stepping away from my routine, connecting with guests, meeting people from all walks of life, seeing all those smiling faces... what’s not to like!”** – KESI COURTMAN, MANAGING DIRECTOR

# Community: Social Value

We have conducted an initial assessment of ourselves using the TOMs (Themes, Outcomes and Measures) framework guidance to identify areas where we are contributing to social value creation. Below we summarise some key social value impacts we have identified from the TOMs Handbook:

Social Value Creation			
Action	Measure result	Measurement unit	
Employment created	10.6	FTE	
Voluntary hours donated to VCSEs	165	Hours	
Equality and diversity training	22	Hours	
Good work/Fair work + Real Living Wage	All employees paid Real Living Wage & in roles doing Good work/Fair work		
Continuous professional development	Training plans for all team members		
Staff health and wellbeing	Active programme in place; continually improving/expanding		
Gender pay gap	We do not have a gender pay gap (a marginal (<2.5%) reverse pay gap exists)		
Local supply chain spend	20-39% of non-personnel expenses with local suppliers		
Carbon emissions	With no F-gas leaks, an electric fleet, and renewable electricity we have achieved zero emissions for Scope 1 & 2 emissions in 2022		

# Environment

Earth is our home, and home is where the heart is. We work passionately 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 operation, including employee emissions



100% renewable energy supply



Increased remote working model



Electric only fleet



Single use plastic free office target



Verified science-based target



# 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;
- One of our biggest strengths is our customer retention rate;
- 72% of the projects we won have been from customers or their former employees.

## Our work

In 2022, we impacted over 630,000 people in workplaces  
(1 in 50 of the UK workforce)

# Scope 1, 2 and 3 report

The tables below show our scope 1, 2 and 3 emissions for the FY2021-22 year. N/A is noted where we do not have the category of emissions.

## Scope 1 previous year comparison (market-based)

Category	2020-21 (tCO <sub>2</sub> e)	2021-22 (tCO <sub>2</sub> e)	Variance (%)
Fuels (incl. gas)	N/A	N/A	N/A
Owned vehicles	N/A	N/A	N/A
F-Gas	0.0	0.0	0.0
<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

## Scope 2 previous year comparison (market-based)

Category	2020-21 (tCO <sub>2</sub> e)	2021-22 (tCO <sub>2</sub> e)	Variance (%)
Electricity	0.1	0.0	-100.0
<b>Total</b>	<b>0.1</b>	<b>0.0</b>	<b>-100.0</b>

## Scope 1, 2 and 3 report

The table below shows our scope 3 emissions for the FY2021-22 year. Our largest impact areas over all scopes are business services, employee emissions (home working), travel and IT.

Scope 3 previous year comparison (market-based)					
Category	2020-21 (tCO <sub>2</sub> e)	2021-22 (tCO <sub>2</sub> e)	Variance (%)	Per FTE (tCO <sub>2</sub> e)	Variance (%)
<b>1: purchased goods &amp; services</b>	37.1	75.9	104.5	2.85	+22.8
<b>7: employee commuting (incl. homeworking)</b>	10.5	15.6	48.8	0.58	-12.1
<b>6: business travel</b>	4.1	9.5	131.4	0.36	+38.5
<b>3: fuel and energy-related activities</b>	0.2	0.6	166.7	0.02	+60.0
<b>5: waste generated in operations</b>	0.0	0.0	0.0	0.0	+0.0
<b>Total</b>	<b>52.0</b>	<b>101.6</b>	<b>95.6</b>	<b>3.8</b>	<b>16.9</b>

# OUR FUTURE

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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
Become a single-use plastic free office	Developed a policy, purchasing strategy and comms plan to support employees to eliminate single-use plastic in the office	Environment
Achieve PAS2060 (Carbon neutrality)	Completed	Environment
Install HH metering in our head office	Approach changed – limited use of office since Covid so alternative focuses of greater relevance to the team were chosen	Environment
Install live dashboard of sustainability targets and performance at our head office		
Install intelligent control devices at our head office		



# Impact area plans and progress

WHAT WE PLANNED	WHAT WE DID	IMPACT AREA
Offset business emissions of employees (home working)	All business emissions of employees have been offset by investing in Gold Standard or UN Certified environmental projects	Environment
Reduce our Scope 1 & 2 emissions by 20% with no net Scope 1 & 2 emissions by 2025 (without offsets)	Scope 1 & 2 emissions are negligible	Environment
Reduce our grid energy needs by 2/3 by the end of 2022 (compared to 2019)	Grid energy use is negligible	Environment
Submit SBTi letter of commitment and secure a verified Science-Based Target	We successfully verified our Net Zero strategy in Jan 2022	Environment
Align minimum salaries with the Real Family Living Wage	All employees on higher wages than the Real Family Living Wage	Workers

# Our commitments for 2023

Here's a snapshot of our plans for 2023:



Improve the education of our employees around the company's financial performance, and our own sustainability journey



Improve the tie between remuneration and sustainability across the organisation



Introduce wellbeing and ethics-focused assessments for our employees



Introduce leadership development for consistent management practices and positive working culture



Improve reporting and visibility of our sustainability targets and progress against them



Roll out an Employee Share Option Programme for our team



Introduce a 360-degree employee review process to encourage honest conversations and continual improvement



Improved feedback mechanisms outside of direct line management

**"We're not powerless to affect  
change; we are the change."**

**Tamsin Alsbury**

**Co-CEO and Co-Founder, Energise**