

Our Route to Net Zero

2024-2025 Carbon Footprint Report & Reduction Plan



envision

Introduction

Envision is a leading sustainability, energy and building services design consultancy that provides specialist support towards sustainability within the built environment.

Envision provides leading advice which helps transition the built environment to net zero. Sustainability consulting is our core business - and a low carbon future is our purpose. We are committed to make positive change and are working collectively as a company to achieve this. This report provides an update on our progress towards managing our own impacts.

During the past year Envision has experienced a 12% increase in our turnover and a 20% increase in our headcount. With this growth comes challenges. These challenges are shared across society as a whole, balancing economic growth whilst eliminating emissions. Our carbon report for 2024-2025 reflects our continued efforts towards our goal of becoming a net zero company by 2030. We are making conscious decisions to support this goal, which includes capital investment in our business premises and adopting a carbon conscious way of working. We have also improved the accuracy in which we track our emissions as a company.

Since relocating our Wallingford office into Central Oxford in March 2024, this move has helped to reduce staff journeys by private car. We have also made investments into our London office to

incorporate Air Source Heat pumps, helping to reduce our scope 1 emissions in our principal office location.

In our first report we established the principles we would follow to offset our emissions. At this stage we are still investing in making direct reductions, before considering offsetting. We will continue to report annually on our progress.

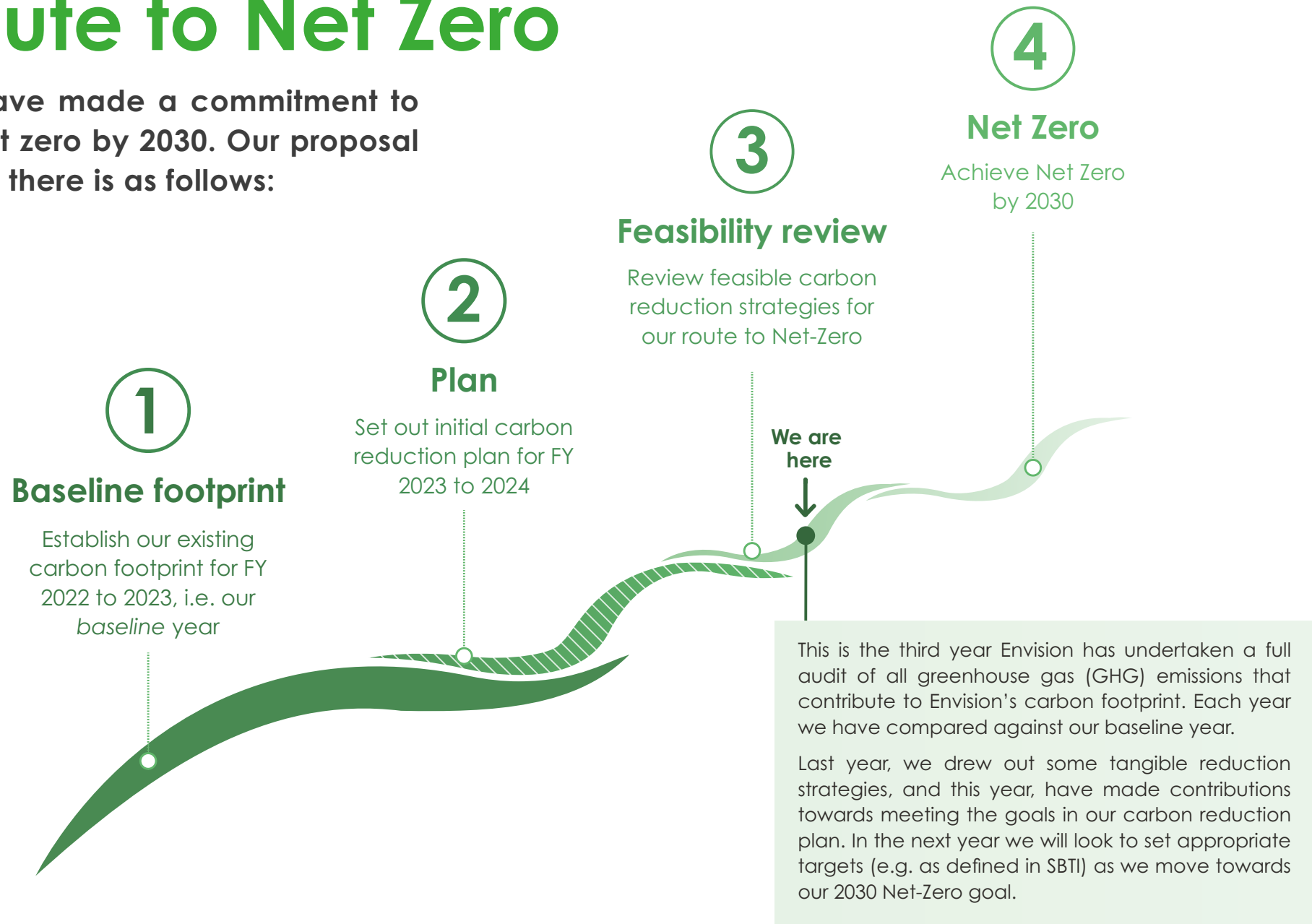
This year, we are reporting both our absolute and intensity-based carbon emissions. We have seen an increase in our absolute carbon emissions this year compared to last year. This increase is driven largely by our employee growth, particularly from commuting and IT-related emissions. To more accurately reflect the impact of our growing workforce on our emissions, we have compared our results since the previous year on a per-employee basis. Our results have shown a reduction in our carbon footprint per-employee, demonstrating our reductions and steady progress towards net zero.

We will continue to drive improvements into the business to minimise our footprint, whilst reducing our annual emissions for each employee, year on year.



Route to Net Zero

We have made a commitment to be net zero by 2030. Our proposal to get there is as follows:



Our Impact

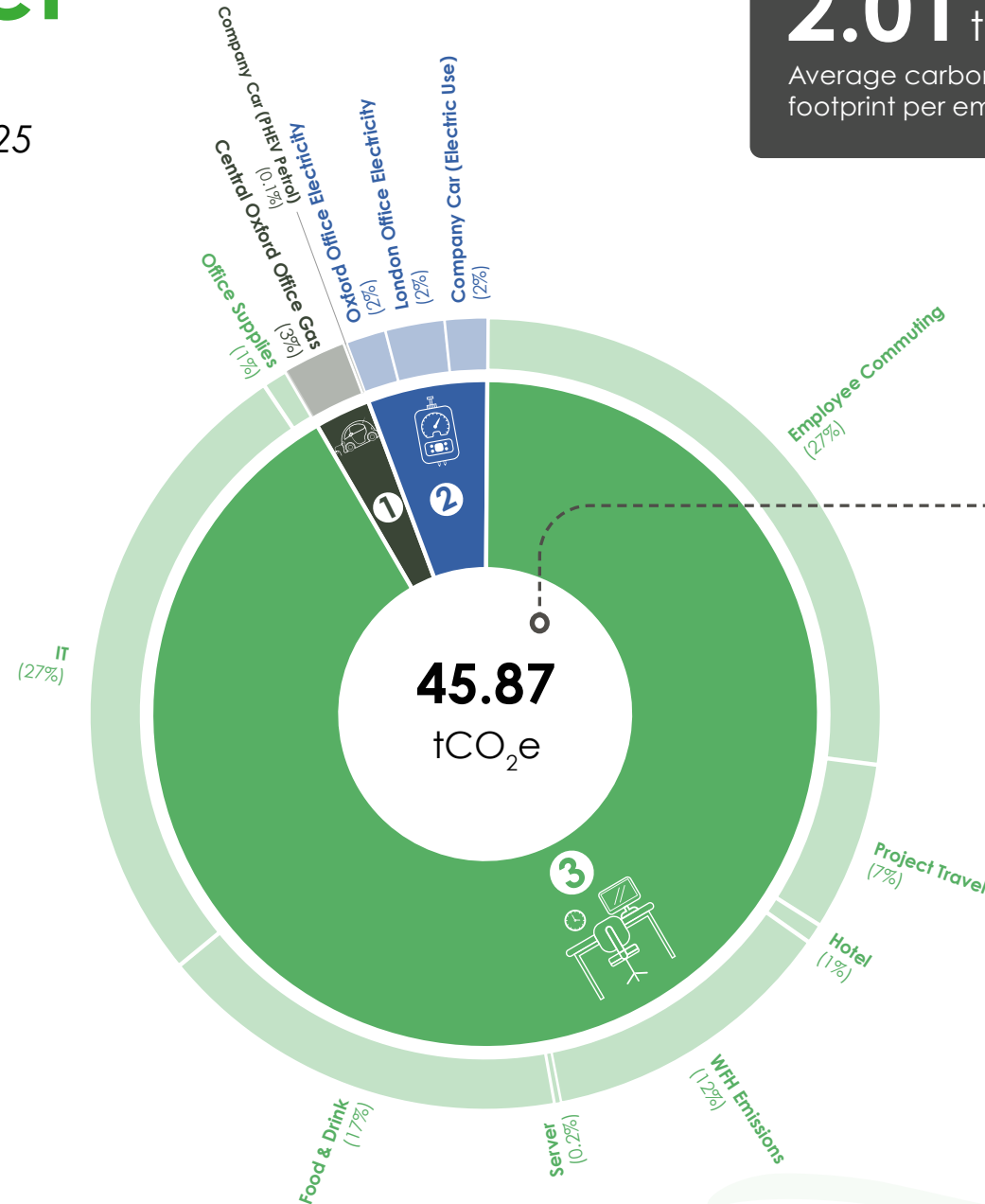
Envision Carbon Footprint:

Mar 1st 2024 - Feb 28th 2025

Calculations

All emissions have been calculated with the most relevant emission factors as published by the Department for Energy Security and Net Zero (DESNZ). In line with the increase in headcount since the previous year, the change in emissions has been calculated on a per-employee basis. In terms of the operational boundaries for the GHG inventory, the following emission sources were included:

- **Energy consumption at leased office spaces:**
 - » Electricity
 - » Natural Gas
- **Energy consumption at employee homes while working from home (WFH)**
- **Business Travel**
 - » Work-related Air Travel
 - » Work-related Vehicle Use (incl. rental car, taxi, personal vehicles)
 - » Work-related public transportation
 - » Work-related rail travel
 - » Hotel Stays
- **Employee commuting**
- **Cloud service emissions**
- **Supply chain emissions from purchased goods**
 - » (e.g office supplies, computers, etc.)



2.01 tCO₂e

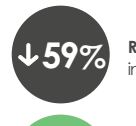
Average carbon footprint per employee



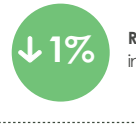
Per employee change since 2023



Reduction from last year 2023-2024



Reduction in Scope 1



Reduction in Scope 3

Emission Scope:

- 1 Direct emissions (1.24 tCO₂e) (3%)
- 2 Indirect emissions (2.66 tCO₂e) (6%)
- 3 Other emissions (41.97 tCO₂e) (91%)

Based on our findings this year, our absolute carbon emissions are 45.87tCO₂e and have increased by 13% compared to the previous year.

Scope 3 emissions continue to make up a significant proportion of our total emissions and have increased by 19% since last year.

This year, Envision's highest emissions are associated with Employee Commuting (28%) and IT Equipment (27%). We have seen a 20% increase in staff since last year, which has contributed to the rise in employee commute journeys and the purchase of IT equipment.

Scope 3 emissions are often the most challenging to decarbonise, however, Envision is committed to prioritising reductions in these areas to stay aligned with our scope 3 targets and our pathway to net zero.

Carbon Reduction Plan

We have begun to implement reduction strategies for our emissions and will continue to align our reduction trajectory with our net-zero by 2030 goal.



Emissions Data Tracking

Create a more robust data tracking system to quantify emissions associated with projects we are working on and ensure the projects we are working on align with our decarbonisation goals when we have influence.

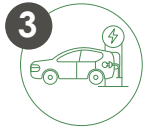
- A database has been created to track the emissions associated with any projects our carbon team is working on. We are looking to expand this further to ensure we gather carbon data on all projects we are a part of.



Air Travel Restrictions

Envision policy will restrict plane travel on all domestic projects. We will also limit work on projects that require site visits to within the UK to reduce emissions associated with plane travel. If travel is required, seek alternative lower impact transport options.

- One domestic flight was taken this past year, and three international flights were taken. The necessity for this is being reviewed by Envision on a case by case basis and we will continue to reduce these where possible. We continue to incorporate remote site surveying and use of virtual collaboration platforms to reduce travel.



All-Electric Company Fleet by 2030

Any company cars must be all electric by 2030, as they are currently a mixture of hybrid and electric vehicles.

- This is in progress, with 75% of our company fleet being fully electric. Our goal has been updated to 2030 as we discourage replacing vehicles before their end of life.



Carbon-Conscious Renovations

Consider office renovations (i.e. impact of meeting pod) from a carbon emissions perspective and challenge whether they are necessary. If renovations are required ensure a circularity plan is in place for end of life / end of tenancy.

- There were no office renovations in our London office this year. The move into our Central Oxford office required the purchase of new equipment and furniture, however, where possible, we relocated existing furniture and purchased reconditioned furniture. All furniture was procured locally.



Promote Sustainable Travel

Provide accessible cycle storage facilities for our London office staff. Offering employees with enhanced sustainable travel facilities will help to reduce the reliance on trains/tubes in the city and encourage active travel.

- Envision currently offer a cycle-to-work scheme and the Oxford office has a secure and sufficiently sized cycle storage facility. We are reviewing the provision of cycle storage spaces for our London office staff.



Green Procurement Policy

Establish a Green Procurement Policy for all office supplies, furniture, and company branded items within the supply chain.

- Envision is committed to adopting sustainable procurement practices across our supply chain. We are currently looking to prepare a formal Green Procurement Policy.



Sustainable Offices by 2030

As our office leases end, we will review the potential of relocating to ensure our office space meets higher sustainability standards, not only for decarbonisation, but for the health and wellbeing of our employees. All future office space will be all-electric by 2030.

- Our London office is all electric, utilising heat pumps, which has significantly reduced our Scope 1 emissions. At the beginning of FY2024, Envision moved into a new space for our Oxford office. Unfortunately, due to lack of availability in the market the space was not able to be all-electric. We will continue to search the market for an all electric office space where feasible. However, our new office is a more well-connected location which helps encourage employees to use public or active transport for their commute. Our employees who drive to work, now use a Park and Ride as part of their commute and many of our employees now cycle to the office.



Electric Car Rental

Provision of electric car rentals for employee use during company travel when personal vehicles are unavailable.

- Company policy has been updated to include a strong preference for electric vehicles when a rental car is required for business travel (i.e. site visits or other project activities).

Envision

www.envisioneco.com

contact@envisioneco.com

—
8-9 Stephen Mews
Fitzrovia
London
W1T 1AF

+44 020 7486 0680

—
The Old Music Hall
106-108 Cowley Road
Oxford
OX4 1JE

+44 018 6559 8698



envision