Our Route to Net Zero

Carbon Footprint Report & Reduction Plan

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2025–2026 Carbon footprint report

Introduction

Envision is a leading sustainability, energy and building services design consultancy that provides specialist support towards sustainability within the built environment. Helping transition the built environment to net zero is our core business, and this commitment shapes how we run our own operations. This is the fourth year Envision has undertaken a full audit of all greenhouse gas (GHG) emissions that contribute to our carbon footprint. Our carbon report for 2025–2026 reflects our continued progress towards our goal of becoming a net zero company by 2030, through continued capital investment in our premises, a more carbon-conscious way of working, and better data collection on our own emissions year on year.

All emissions have been calculated with the most relevant emission factors as published by the Department for Energy Security and Net Zero (DESNZ). 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. personal vehicles, company cars, taxi)
  - Work-related public transportation
  - Work-related rail travel
  - Hotel Stays
- Employee commuting
- Cloud service emissions
- Water supply
- Supply chain emissions from purchased goods
  - (e.g office supplies, computers, etc.)

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Our Impact

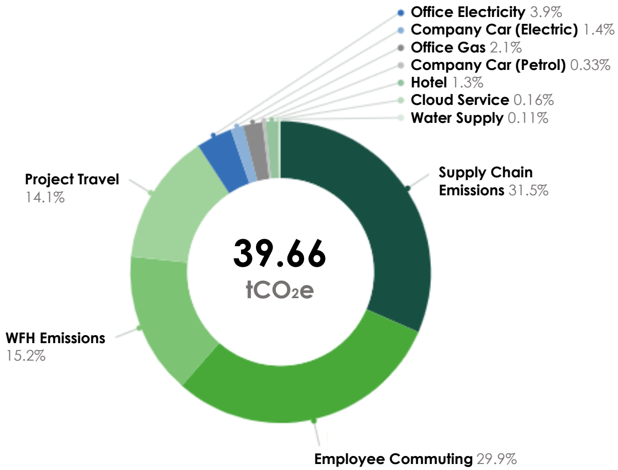
Results Analysis

Our total footprint last year was 39.66 tCO_2e, down 14% from FY2024–25 and 16% below our FY2022–23 baseline, even as our turnover and headcount have continued to grow. On a per-employee basis, our footprint has fallen by 19% to 1.63 tCO_2e — showing continued decoupling between our growth and our emissions. The reduction in our footprint this year reflects genuine progress across the following areas:

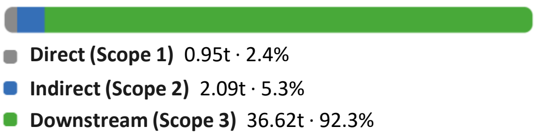
- IT-related purchases accounted for a significant proportion of Scope 3 emissions last year and have fallen significantly.
- Energy use has improved as gas use at our Oxford office has reduced by 32% and electricity use fell at both offices by 17% altogether.

In the opposite direction, an area of increase was business-related travel, which rose significantly this year, by 77%, alongside a corresponding increase in hotel stays of 41%.

Although supply chain emissions account for the highest proportion of our Scope 3 emissions (34%), they fell overall by 39%, driven by a reduction in IT purchases. Employee commuting this year has accounted for 32% of our Scope 3 emissions and 30% of our total footprint, as our growing headcount means more employees are now commuting into our offices from further afield. In summary, Scope 1 and Scope 2 both fell this year, while Scope 3 also fell overall (13%), despite the increases within it.



Emissions by scope



1.63 tCO_2e
Average per employee

↓19%
Per employee — change from previous year

↓13%
Scope 3 emissions — change from previous year

Looking ahead to FY2026–27, we have undertaken a gap analysis, and our priority is to expand the scope of what this report currently captures. We intend to begin tracking and accounting for waste generated across our offices, an area not yet reflected in our footprint. We will also start monitoring the carbon impact of the growing use of AI tools within the industry and how they will apply to our business, recognising this as an emerging source of emissions likely to become more material over time. Alongside this, we will continue improving the accuracy of our IT equipment and server emissions tracking, building on the data quality improvements made this year.

Carbon Reduction Plan

01 Air Travel Restrictions

Envision policy will restrict plane travel on all projects in England and Wales, where feasible. If travel is required, we aim to seek alternative lower impact transport options.

Eliminating domestic flight travel has been challenging for projects where train travel is impractical. Our previous policy sought to restrict air travel across the UK, however, due to challenges faced with visiting sites in Scotland, this policy has been updated. The policy now covers domestic flight travel in England or Wales unless this is not deemed feasible, with a strong preference for train travel wherever possible. We will continue to review our limits around air travel on a case-by-case basis.

02 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. In May 2025, Envision moved into a new premises in Oxford. Unfortunately, due to lack of availability in the market the space could not be all-electric. We lease our new office from The Ethical Property Company who prioritises ethical practice and sustainability through incorporating energy efficient features and utilizing energy from the rooftop PV array.

03 Carbon-conscious Renovations

Consider office renovations (e.g. impact of meeting pod) from a carbon emissions perspective and ensure low carbon options are prioritised. If renovations are required ensure a circularity plan is in place for end of life / end of tenancy.

We carried out some minor office renovations and repairs to our London Office earlier this year. We have quantified the embodied and operational carbon emissions from the renovations, however, this highlighted that we do not have wider reporting guidelines for office renovations set out. Next year, we are looking to update this so we have stronger guidance in place, which will allow us to better appraise any future renovations.

04 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.

Our Oxford Office is well-connected which helps encourage employees to use public or active transport for their commute. This is supported by accessible cycle storage spaces and end-of-trip facilities. This year, we also retrofitted cycle storage stands in our London Office to make active travel more accessible to our London staff. This change is already encouraging more employees to cycle to work.

05 Electric Vehicle Use by 2030

Promote the use of electric vehicles for project travel.

We are making progress towards reaching this goal, with 75% of our company fleet being fully electric. Company policy also has a strong preference for electric vehicles when a rental car is required for business travel (i.e. site visits or other project activities) although typically personal vehicles are used. Looking forward, we will be exploring the use of electric vehicles instead of personal vehicle use where possible on projects, including the restraints and longer terms goals this may come with.

06 Green Procurement Policy

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

This was introduced as a new measure in last year's carbon impact report. Since then, we have implemented a formal Environmental and Procurement Policy, reflecting our commitment to sustainable business practices across our operations and supply chain. We are monitoring the implementation of this policy going forward.

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