zenergi

Annual social value report

2024/2025

POWERING A SUSTAINABLE FUTURE

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During this reporting period April 2024 - March 2025...

52
tCO_2e
reduction of GHG emissions, equating to 6%

34
organsitions supported to develop a Climate Action Plan with our **Greener Schools Index**

41%
of customers powered by renewable energy

£104,021
donated to charity

28%/72%
Achieved a **female/male** STEM split of 28%/72%, exceeding the national average

309 hours of community volunteering

Reported
our 2021 emissions for scopes 1,2 & 3 base year

Calculated
our 2024 emissions for scopes 1,2 & 3

Introduction

Welcome to our annual social value report. While the climate, and our increasing burden on Earth's resources dominate the immediacy of the need to change, there is continued interest and relevance in a broader and wholly inclusive approach of embracing sustainability in organisations.

Zenergi's approach is based on the 17 UN Sustainable Development Goals (UN-SDGs). These are instrumental in being able to support the foundations for the clean energy system, as well as protecting the physical environment on land and sea and supporting prosperity and opportunities for everyone globally.

Over the following pages, we've shared an update on our progress across our four pillars:

- Zen Customers
- Zen Planet
- Zen People
- Zen Community

Our pledges

1. We pledge to embed Social Value into our everyday decision making, delivering benefits to society and regularly reporting on our progress.

2. We pledge to work with partners who align with our objectives and integrity standards.

3. We pledge to combat climate change through our own environmental footprint and by supporting our customers with their own journeys.

Executive overview

This past year has shown that sustainability is not only a responsibility but also a powerful driver of growth and innovation for our business. By embedding sustainability into the heart of our strategy, we have been able to align long-term value creation with the needs of our customers, communities, and stakeholders.

Our progress demonstrates that doing business responsibly strengthens our competitive position and ensures we are well prepared for the challenges and opportunities of the future.

We are particularly proud of the successes we have achieved in reducing our environmental impact and building greater resilience into our operations. From energy efficiency gains and lower carbon emissions to the development of new services that support our clients in meeting their own sustainability goals, these milestones highlight how our focus on sustainability directly fuels business success. These initiatives not only make us more efficient, but also reinforce our role as a trusted partner for organisations seeking to create positive change.

By investing in people, skills and wellbeing, we are creating a culture where sustainability is more than a policy, it is a shared value lived every day. This commitment extends beyond our walls, with our teams actively contributing to social value across the communities where we operate.

Looking ahead, we see sustainability as the foundation for continued strategic growth. The successes of the past year confirm that when we combine commercial ambition with social and environmental responsibility, we unlock opportunities that benefit everyone: our business, our people and society at large. Together, we are building a stronger, more sustainable future.

Read on to explore what the team have achieved during the reporting period April 2024 – March 2025.

> “Our colleagues have been central to this journey. Their creativity, commitment and drive have brought our sustainability ambitions to life – from grassroots community projects to innovations in how we deliver our core services.”

David Morris
CEO

Zen Customers

UN Sustainable Development Goals
Our Customers strategy aligns to:

4 QUALITY EDUCATION
7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES

Our highlights

Supporting our customers to meet their sustainability targets

Education continues to be one of our largest customer sectors and we recognise the unique challenges schools face in meeting the Department for Education's (DfE) Sustainability and Climate Change Strategy. To help address these, we launched the **Greener Schools Index**. Our free tool enables schools to quickly assess their sustainability opportunities and develop a clear Climate Action Plan.

We introduced Energy and Carbon Management training to further support school Sustainability Leads as part of our commitment to developing a Sustainability Academy. Partnering with the Institute of School Business Leaders (ISBL) to accredit the programme, we rolled out regional sessions, ensuring more schools have the knowledge and confidence to drive meaningful energy and carbon reductions.

Go beyond service: supplier due diligence

We are here to build long-term relationships and believe that the best way to do this is to deliver high quality services in an open, transparent and compliant manner. To achieve this, we set clear expectations for our suppliers through stringent service level agreements (SLAs), ensuring accountability for performance. We hold regular review meetings with suppliers to monitor performance, address issues proactively and identify opportunities for improvement. This collaborative approach helps to ensure we deliver value for our customers.

41% of our customers now powered by green energy

We have set a long-term target for our customers to have their energy supplied from renewable sources. As the UK electrical grid continues to decarbonise, this becomes easier for our customers to achieve. During this reporting period, c.41% of our customers' electricity sites sourced renewable energy contracts. This is a 10% increase compared to last year, equating to approximately 51% of total annual usage purchased. As wholesale energy prices continue to decrease and renewable energy becomes increasingly cost-competitive, we will see a greater uptake.

> "Everything is going well, with the reporting always provided in time for the business board meeting and financial reporting. The service is brilliant and the team is always happy to arrange a call to explain anything quickly."
>
> Martin-Baker Aircraft Company

Zen Planet

UN Sustainable Development Goals
Our Planet strategy aligns to:

Our highlights

During 2024 we relocated our head office into a smaller unit within the Southampton University Science Park, following a greater transition to hybrid working. During 2025 we have an opportunity to carry out the same exercise for the Brierley Hill and Linlithgow offices. Eventually, the plan is for all locations to have renewable energy contracts where possible.

During this reporting period, total emissions decreased by 52 tCO_2e or 6%, from 907 tCO_2e in the previous period to 855 tCO_2e. Scope 1 increased by 50% (from 4tCO_2e to 6tCO_2e); Scope 2 decreased by 12% (from 52 tCO_2e to 46 tCO_2e); and Scope 3 decreased from 851 tCO_2e to 803 tCO_2e, driven by significant reductions in purchased goods and services (-67%), business travel (-40%), and employee commuting (-22%). These reductions were partially offset by a substantial increase in capital goods emissions (+800%), highlighting this as a key area for future focus.

Zenergi's GHG emissions

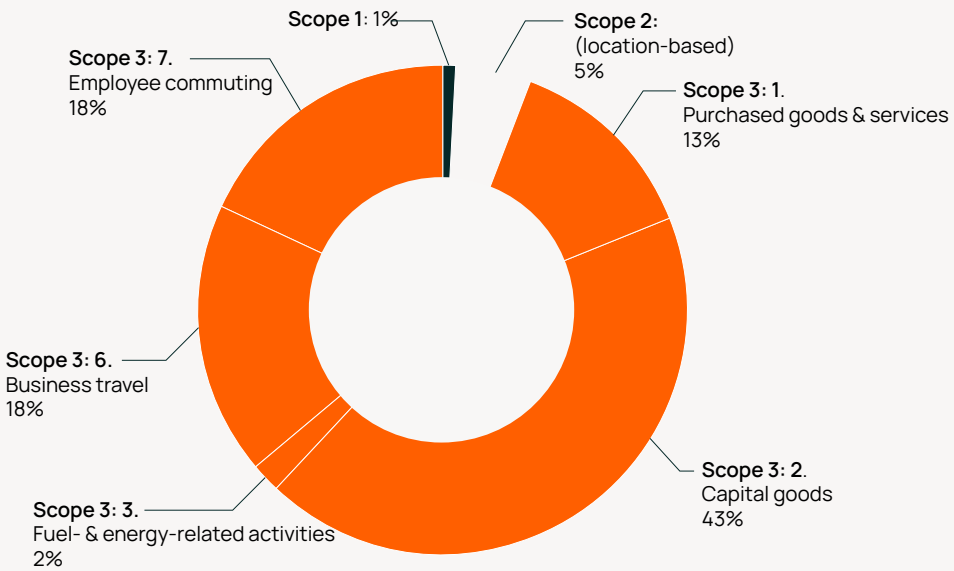
Scope and Category	2023 (tCO_2e)	2024 (tCO_2e)	Change (%)
Scope 1	4	6	50%
Scope 2 (location-based)	52	46	-12%
Scope 3	851	803	-6%
Total	**907**	**855**	**-6%**

Our highlights

Breakdown of emissions by scope (tCO_2e)

Scope and Category	2023 (tCO_2e)	2024 (tCO_2e)	Change (%)
Scope 1	4	6	50%
Scope 2 (location-based)	52	46	-12%
Scope 3: **1. Purchased goods & services**	331	108	-67%
Scope 3: **2. Capital goods**	40	365	813%
Scope 3: **3. Fuel- & energy-related activities**	18	16	-11%
Scope 3: **4. Upstream transportation & distribution**	3	2	-33%
Scope 3: **5. Waste generated in operations**	1	1	0%
Scope 3: **6. Business travel**	262	158	-40%
Scope 3: **7. Employee commuting**	196	153	-22%
Grand Total	**907**	**855**	**-6%**

Carbon footprint 2024

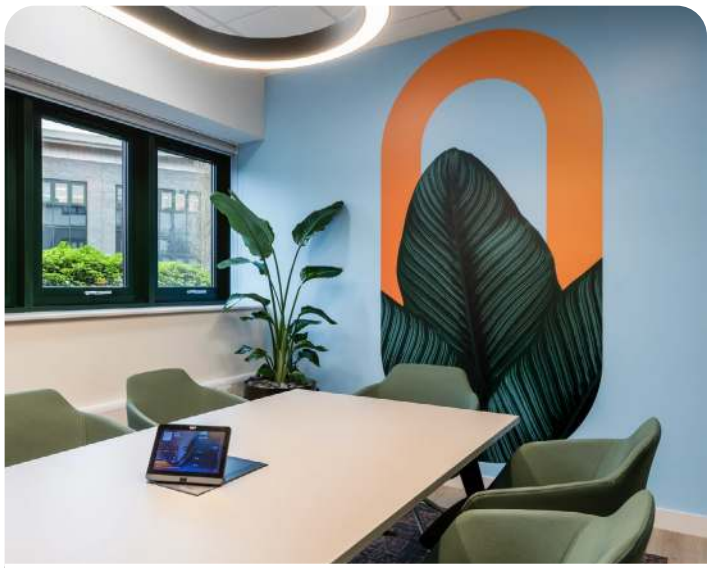


Our highlights

Sustainable workspaces

Following a shift to more hybrid working, Zenergi has relocated its head office in Southampton to a smaller, more efficient space. Across all our offices, we have implemented a range of low-energy technologies and systems, including PIR movement sensors, LED lighting, hot-water boiler taps, and IT power management. We also encourage the use of natural ventilation and daylight wherever possible.

Our internal Energy Team conducts annual energy audits to track performance and identify new opportunities for improvement. In addition, we have introduced waterless urinals at our Linlithgow office, further reducing our environmental impact.



Electrifying the commute

Eight colleagues are currently benefitting from our salary sacrifice scheme, which enables them to drive an electric vehicle through pre-tax deductions, reducing their costs by around 40%. Since the scheme's launch, 10 team members have taken advantage of this opportunity.

To encourage further uptake, we plan to host a roadshow in partnership with Octopus during the second half of 2025. This event will allow our team to explore vehicles first-hand, ask questions, and better understand the benefits of switching to electric.

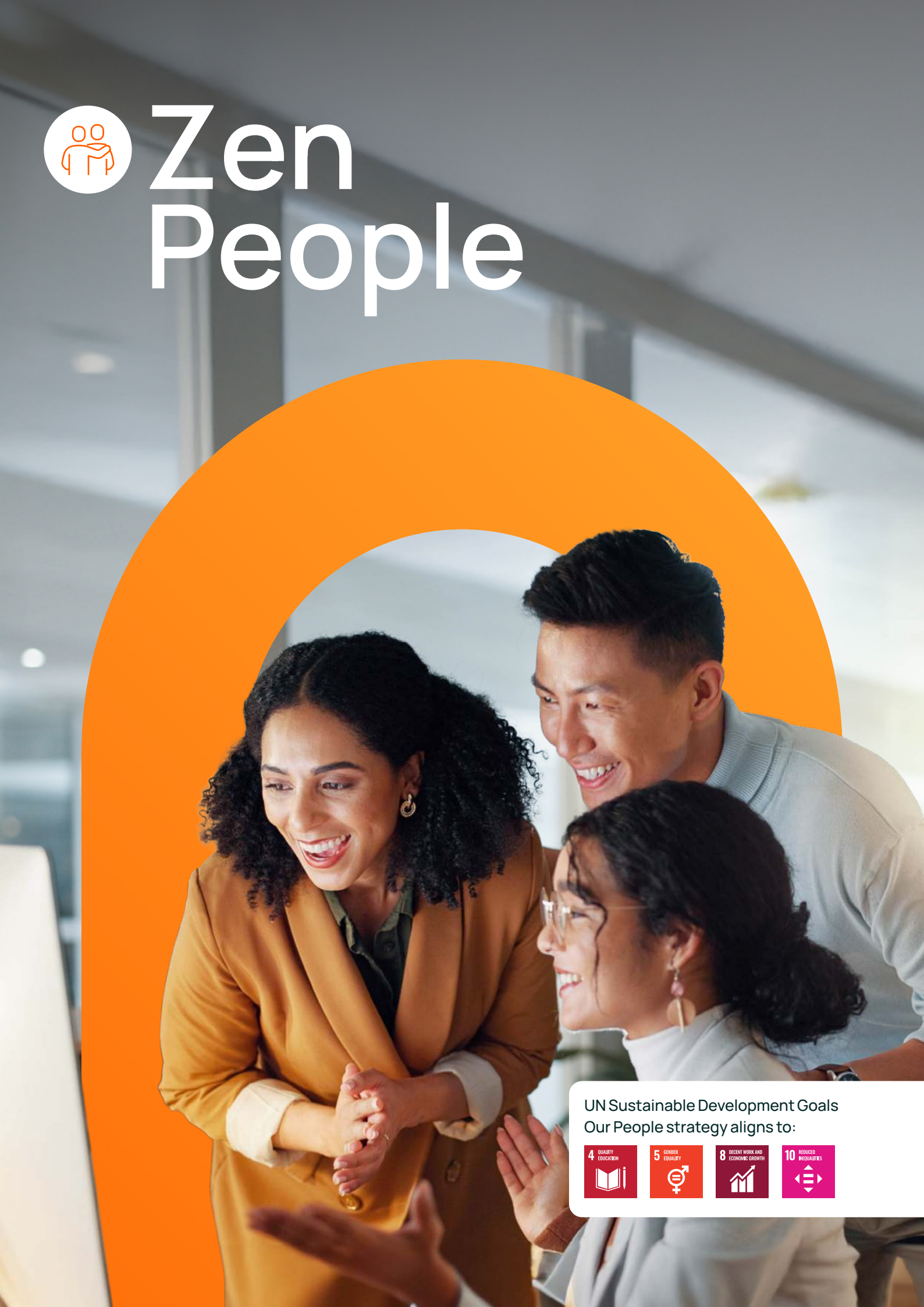
octopus electric vehicles

Building a waste-reduction culture

We have introduced segregated recycling facilities across all offices, with dedicated bins for food, mixed waste, general recycling and glass in each communal canteen area. To eliminate unnecessary single-use items, we now provide crockery and metal cutlery in every kitchen, alongside promoting the use of reusable containers. This simple but effective shift has been positively received by our teams.

Our waste output remains low, with annual totals of just 6 tonnes of mixed waste and 3.2 tonnes of paper waste. We will continue to provide staff with information, education, and practical guidance to further reduce waste and embed sustainable habits across the organisation.

Zen People



UN Sustainable Development Goals
Our People strategy aligns to:

4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

Our highlights

Building a diverse and inclusive workforce

We are dedicated to building a diverse and inclusive workforce. During the reporting period, almosy 25% of our team were classified as having a Black, Asian or minority ethnic (BAME) background.

As part of our continued commitment to monitoring and promoting diversity we have introduced a new STEM (Science, Technology, Engineering and Mathematics) reporting mechanism. We are proud that we remain ahead of the national average on our gender split in roles, with a 28%/72% female/male split against the national average of 21%/79%.

Launch of Employee Engagement Forum

We are always looking for new ways to foster feedback, innovation and collaboration. In addition to our anonymous Q&A facility at monthly Townhalls and the online ideas box, we introduced an Employee Engagement Forum, bringing together eight colleagues each month to represent all office locations, remote workers and a wide range of functions. These representatives share ideas on everything from themed events and colleague recognition to social activities that support wellbeing. This initiative launched alongside our new monthly newsletter, which highlights successes and strengthens connection across the business.

INVESTORS IN PEOPLE®

Celebrating our re-accreditation with IIP

We were delighted to retain our silver accreditation with Investors In People (IIP) in March 2025. We align with IIP as we believe it is the hallmark of signalling that we are committed to making every colleague's journey the best possible experience.

Our sense of combined purpose, community and commitment among all of our colleagues was recognised. To celebrate our success, we conducted a roadshow around all of our offices so that we could share the findings in detail, capture feedback and plan our way forwards together in our pursuit of gold accreditation.

Our highlights

Investing in the next generation of climate change specialists

We are proud of our graduate scheme, which has kickstarted the career of several of our team. Since 2022 we have recruited 38 graduates. We have improved the process for them to job shadow and develop their longer term careers through greater knowledge of what the different teams and departments work on. We have also launched our iHasco training platform to further support all colleagues with an extensive library of accredited, high-quality soft skills courses.

Case study | Mohammad Thahsin: Energy and Carbon Senior Analyst

"Joining the business as a graduate gave me a great opportunity to connect and build relationships with other like-minded individuals fresh out of university. The environment was supportive and encouraging, giving me both a network, as well as points of contacts across the department.

This gave me the chance to speak with colleagues across the business to understand the impact of their work and how it contributed to the bigger picture. From the very start, I was introduced to real client work which allowed me to quickly develop practical skills and grow in confidence.

Since the start of my journey, I have progressed from a Graduate to an Energy & Carbon Analyst and currently now a Senior Energy Carbon Analyst reflecting the opportunities and knowledge I've gained as well as the room to grow within the company.

Overall, the experience has not only given me the technical experience but also the confidence to contribute meaningfully to both my team and the wider business whilst supporting those at the start of their own journeys within Zenergi."

Zen Community

UN Sustainable Development Goals
Our Community strategy aligns to:

Our highlights

Uptake of the annual volunteering day continues to be very high. Teams and individuals took part in a variety of activities, giving their time to make a positive difference in the community.

309 hours
of community volunteering

Outreach | Helping backstage at a not-for-profit music festival

One of the team spent the day backstage at Nibley Festival checking in bands, artists and caterers. The volunteer run and not-for-profit music festival opened its gates to circa 5,000 festival goers for the last time after 16 years. During that time it has raised over £400,000 for local charities.

Outreach | Contributing to a shelter belt in East Ayrshire

A team from our Linlithgow office joined the charity Protect Earth to plant shelterbelts in East Ayrshire. Shelterbelts are strips of trees planted to protect fields and livestock. The team also filled in trees in existing woodland, thickening what exists and extending it.

The mix of species, including broadleaf favourites like Alder, Downy Birch, Silver Birch, Crab Apple, Aspen, Hawthorne, Wild Cherry, Pedunculate Oak, Goat Willow, Elder, Rowan and Hazel, were chosen for their resilience in the Scottish climate and ability to thrive in UK soils. For a greater chance of reaching maturity, Protect Earth sourced these saplings from a nursery 50 miles away, ensuring the genetic lineage stays close to home.

Protect Earth's Andy said:

"The volunteers could plant a row of 160 trees within about 30 minutes, including laying out all the materials."

Our highlights

Outreach | Celebrating National Tree Week with Solihull Council

Some of our Brierley Hill team partnered with Solihull Council to plant trees as part of its 'Planting Our Future' campaign during National Tree Week in November 2024. The initiative was part of the Council's aim to plant 250,000 trees over the next ten years to combat climate change.

The team spent the day planting a hedgerow around the boundary of Solihull Riding Club's dog agility field.

Outreach | Tree maintenance and planting at Bourton-on-the-Water

Without proper care, many trees don't survive. This is why Protect Earth return to their tree planting sites to carry out essential maintenance. Our team joined Protect Earth at Bourton-on-the-Water in February to take part in this important work. It included checking guards and replacing stakes to help ensure the young trees have the best chance of thriving.

Protect Earth's Kathy said:

"Tree maintenance is an important part of the process to make sure that they are growing well. Your team also planted 125 new trees."

Our highlights

Outreach | Hands on maintenance at Ferny Crofts Scout Activity Centre

A team took a short drive from our HQ to spend a day helping with outdoor maintenance at a local scout activity centre. The day included tree planting, painting fences/exterior walls and general upkeep of the site.

Outreach | Living our values: Matt Varney in Australia

Matt, one of Zenergi's bill validation experts, spent a week in Australia helping to protect marine life and assess the health of the Great Barrier Reef.

This is what Matt shared from his adventure…

"I joined a team conducting coral watches, marine life counts, and green/hawksbill turtle surveys to evaluate population numbers and overall ecosystem health. These studies took place on Fitzroy Island and Green Island, where we collected data to determine the success of conservation efforts.

A particularly striking observation was that approximately 20% of the corals surveyed exhibited signs of bleaching, a stark reminder of the devastating effects of climate change on marine life.

One of the highlights for me was recording and identifying several green turtles, as well as encountering a variety of marine species, including Maori wrasse, blacktip and whitetip reef sharks and honeycomb stingrays.

In addition to marine surveys, we participated in one of the monthly beach clean-ups on Fitzroy Island. In my team alone, we collected 12.3 kg of waste, including 143 pieces of microplastics. Our efforts removed harmful debris from the environment and provided valuable data on the types and quantities of waste affecting marine ecosystems. We also learned about the long decomposition times of various materials and the impact of plastics on wildlife."

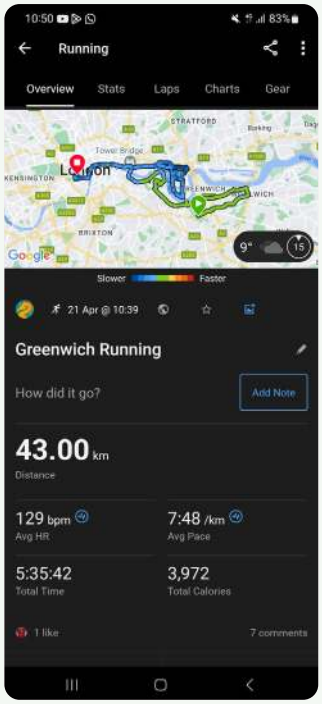
Our highlights

We have set an ambitious target of raising £1m for charity, between 2022 and 2030. While we remain slightly behind our target trajectory, it represents a strong foundation to build upon.

£104,021
donated to charity

Outreach | Allan Cowan's London Marathon

In April 2024, Allan completed the London Marathon in support of Children with Cancer UK. Allan's infant nephew, Grant, was diagnosed with a rare brain and spinal cancer and tragically passed away shortly before Allan's challenge. Allan completed the marathon in five and a half hours and Zenergi matched his fundraising to bring his total to an incredible £5,871.



Our progress

Customers

By powering a sustainable future for our customers, we are:	2022	2025	2030	Progress in 2024
Targeting 75% of customer energy supply points to be from renewable sources				On track
Enabling our customers to transition to a low-carbon future via our Net Zero Pathway service (measuring impact in tCO_2e)				
Launching a Sustainability Academy to educate customers, setting a target to reach 10,000 school children				On track
Educating the energy users of the future with our 'Climate Crisis' game and other education programmes				

Planet

By powering a sustainable future for our planet, we are:	2022	2025	2030	Progress in 2024
Committing to a science-based target for net zero by 2025, for Scopes 1 and 2				*Milestone moved to 2026
Establishing a baseline for Scope 3 and setting a science-based net zero target				
Purchasing renewable energy contracts at Zenergi offices				
Empowering our teams to measure and minimise their own carbon footprint				
Offering EVs to our team via a salary sacrifice scheme				
Establishing a baseline to enable waste reduction and recycling targets				
Aiming to achieve Zero Waste to Landfill accreditation, whilst removing all single-use plastics				On track
Implementing water and energy reduction plans across our estate, and ensuring regulatory compliance				

Our progress

People

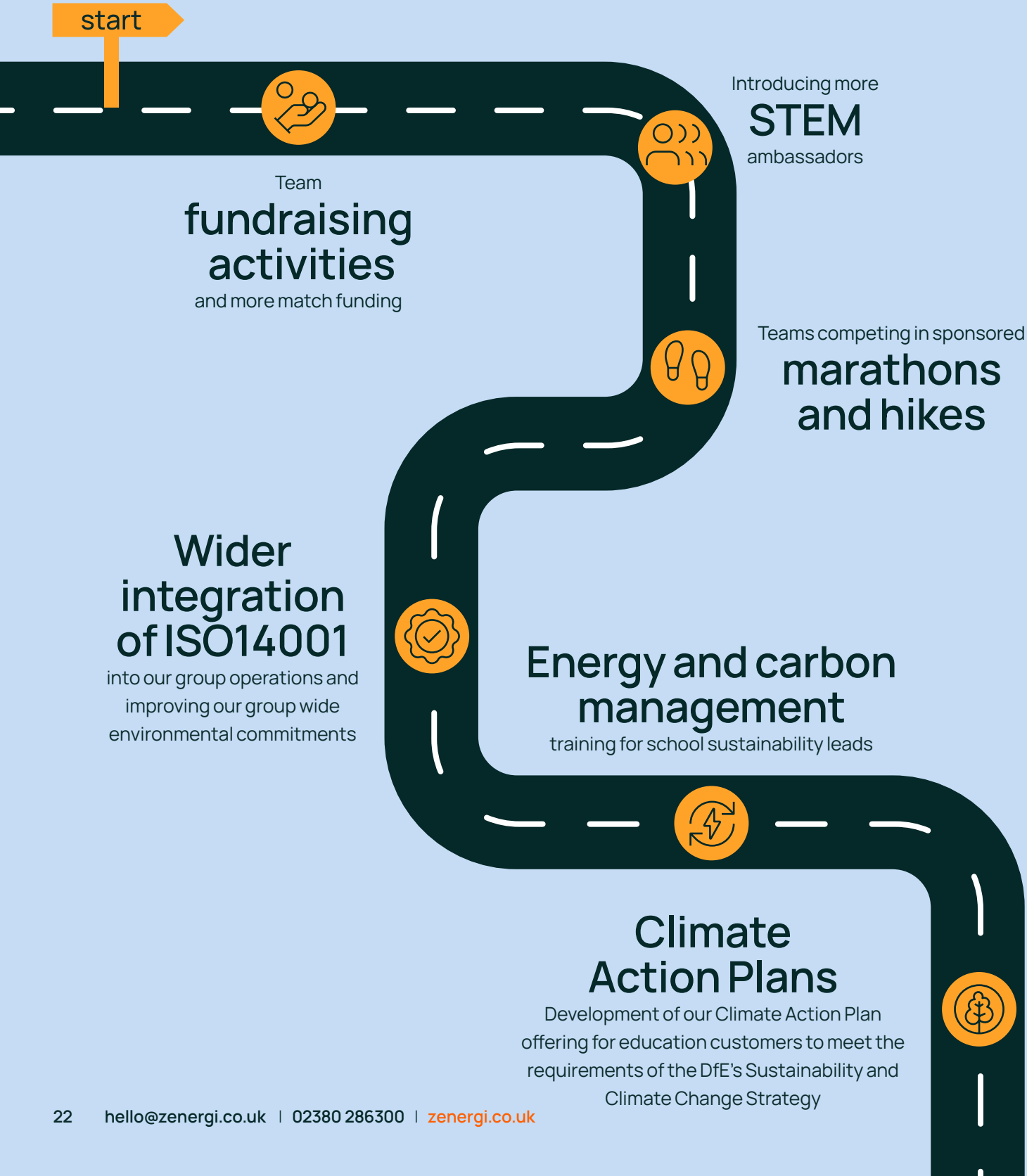
By powering a sustainable future for our people, we are:	2022	2025	2030	Progress in 2024
Building a diverse and inclusive workforce, reporting transparently and securing 3rd party accreditation.				On track
Committed to delivering fair pay across Zenergi, reporting gender and race pay levels transparently.				On track
A Real Living Wage Employer.				✓
Working towards Investors in People accreditation, Gold Award.				2024 – Silver
Investing in the next generation of climate change specialists by hiring 100 graduates or apprentices.				On track
Targeting 50/50 gender parity in graduate and apprentice roles.				On track
Introducing STEM ambassadors to work across the schools we support within the education sector.				On track

Community

By powering a sustainable future for our customers, we are:	2022	2025	2030	Progress in 2024
Establishing a Social Value Partner network, for customers and suppliers to achieve their goals together				On track
Introducing improved supply chain governance and vetting 100% of high risk suppliers annually				On track
Introducing Zenergi's annual volunteering day for every person within the Group				✓
Committing to raise £1m for charity and positively impacting 1,000 lives through social value activity				20%

What's next?

We are busy working towards our 2025 milestones.
Here is a snapshot of what you will see in our next report.



What's next?

Supporting more schools to develop their sustainability roadmap with our

Greener Schools Index

Teams volunteering

in the community

Zero waste to landfill

accreditation

Public sector energy framework

Development of a compliant energy procurement framework designed to support effective planning, transparency and budget management in schools

Continuing to build a

diverse and inclusive

business

Investors in People

gold accreditation

Enhancing the employee journey

Roll out of new onboarding programme

zenergi

Powering a sustainable future

About Zenergi

Your journey to net zero is why we exist. As a dedicated, energy and carbon management management consultant, we bring together a powerful suite of products and solutions to lower your operating costs and drive your sustainability goals.

Through our buying power, engineering and technical expertise, and deep market insight we're committed to helping you get there faster, more economically and more sustainably – for a stronger UK economy and a healthier planet.

Find out more

For more information about Zenergi's Social Value Strategy, visit www.zenergi.co.uk/social-value

www.zenergi.co.uk
hello@zenergi.co.uk
02380 286300