actionsustainability

Carbon Footprint Report

Action Sustainability and The Supply Chain Sustainability School

1st January – 31st December 2025

Introduction

This report presents the emissions for calendar year 2025 for Action Sustainability and The Supply Chain Sustainability School (page 4). Understanding greenhouse gas (GHG) emissions is critical to managing climate impact. By measuring and analysing emissions across our business, we can identify key sources, track progress over time (page 5), and prioritise reduction opportunities (page 7). We have been calculating our emissions since 2019, and over time we have been improving data quality, strengthening our reporting practices, and supporting the company to progress our decarbonisation goals (page 3).

Our methodology (detailed on page 8) aligns with the Greenhouse Gas Protocol, and we aim to capture activity or supplier-specific data where possible. We account for all material emissions, including 7 Scope 3 categories, and break this down further by business activity to make the emissions source clear.

- **Scope 1 emissions**: Direct emissions from our office gas consumption
- **Scope 2 emissions**: Indirect emissions from our office purchased electricity
- **Scope 3 emissions**: Indirect emissions from the value chain in order to deliver our services. Our upstream emissions include capital goods, transport and distribution, waste, business travel, and employee commuting/ homeworking. Our downstream emissions include the use of sold products from delivering our school in person and online resources.

Emissions from all greenhouse gases are included within this assessment but are typically referred to as carbon dioxide equivalent terms (CO_2e) throughout this report.

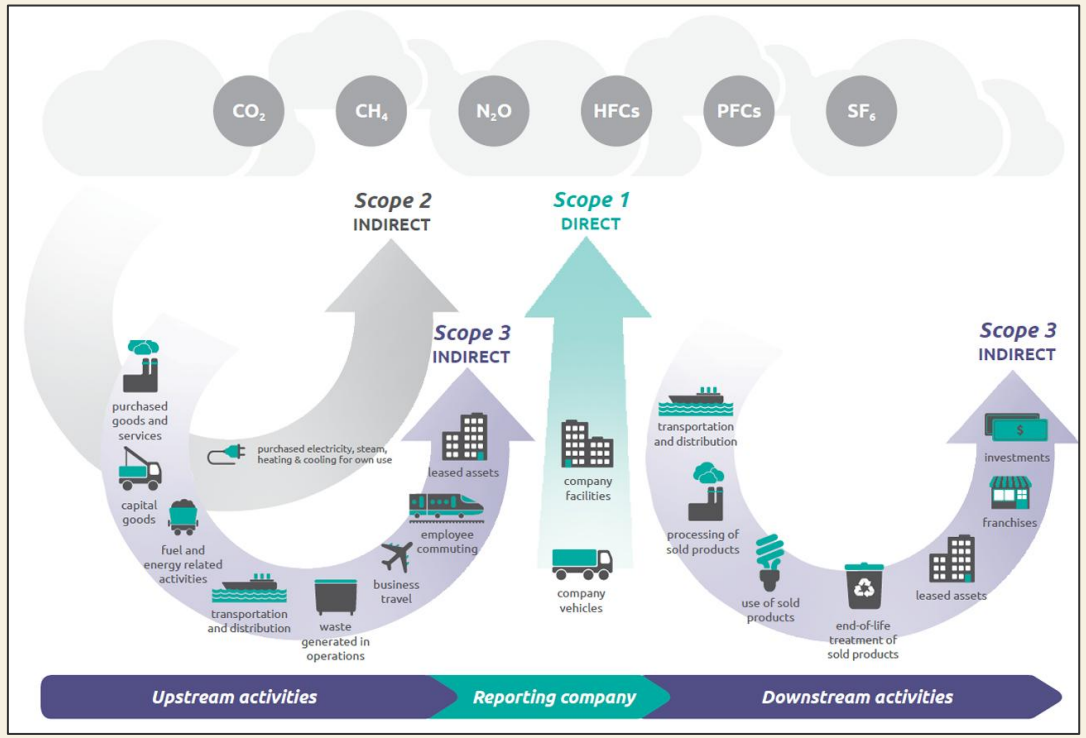
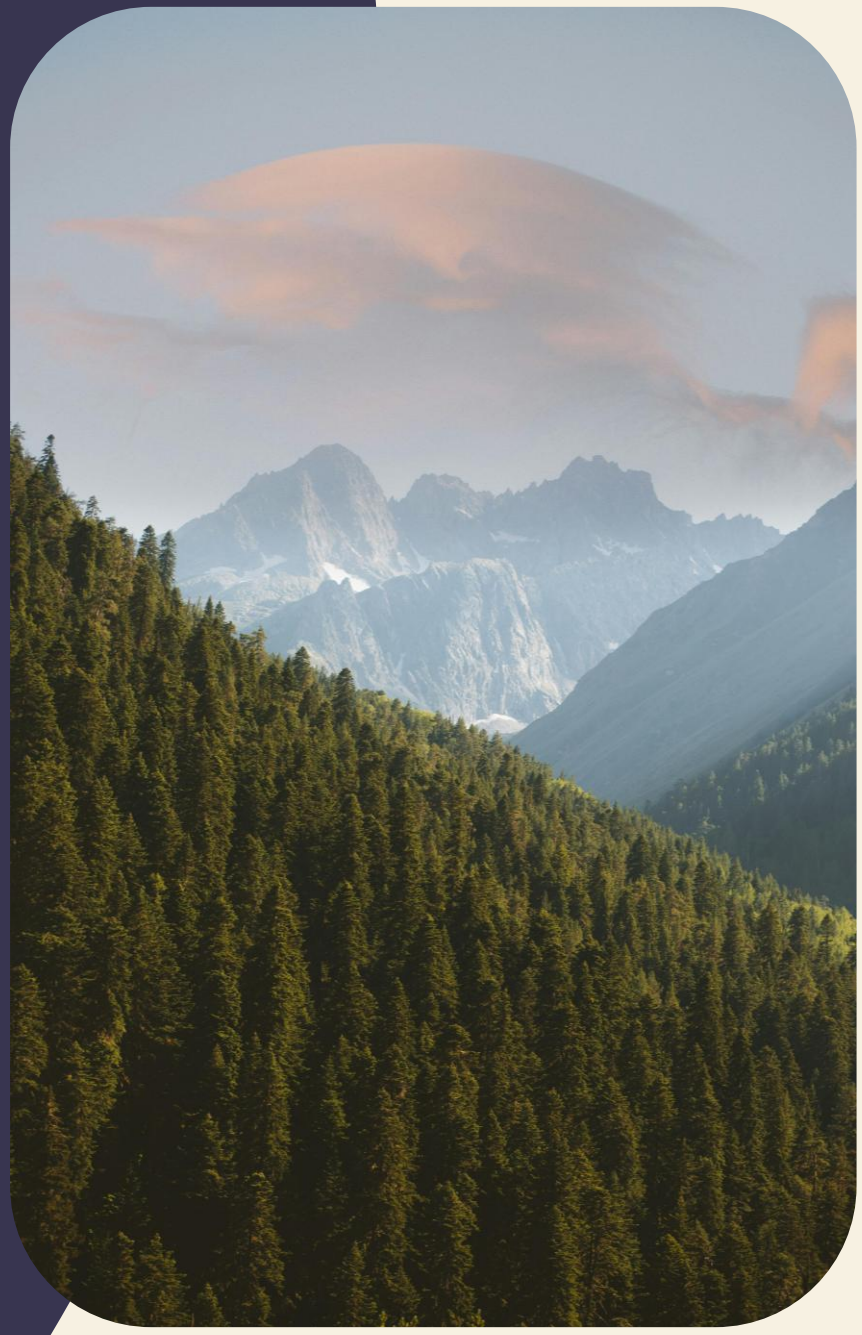


Figure 1– *GHG Protocol emissions categories.*

Our carbon footprint is calculated for our two business units:



Our Targets

To be a net zero carbon business by 2030 and achieve a year-on-year reduction in our carbon emissions.

Action Sustainability is signed up to the Science Based Targets Initiative and commits to a 1.5 °C aligned target.

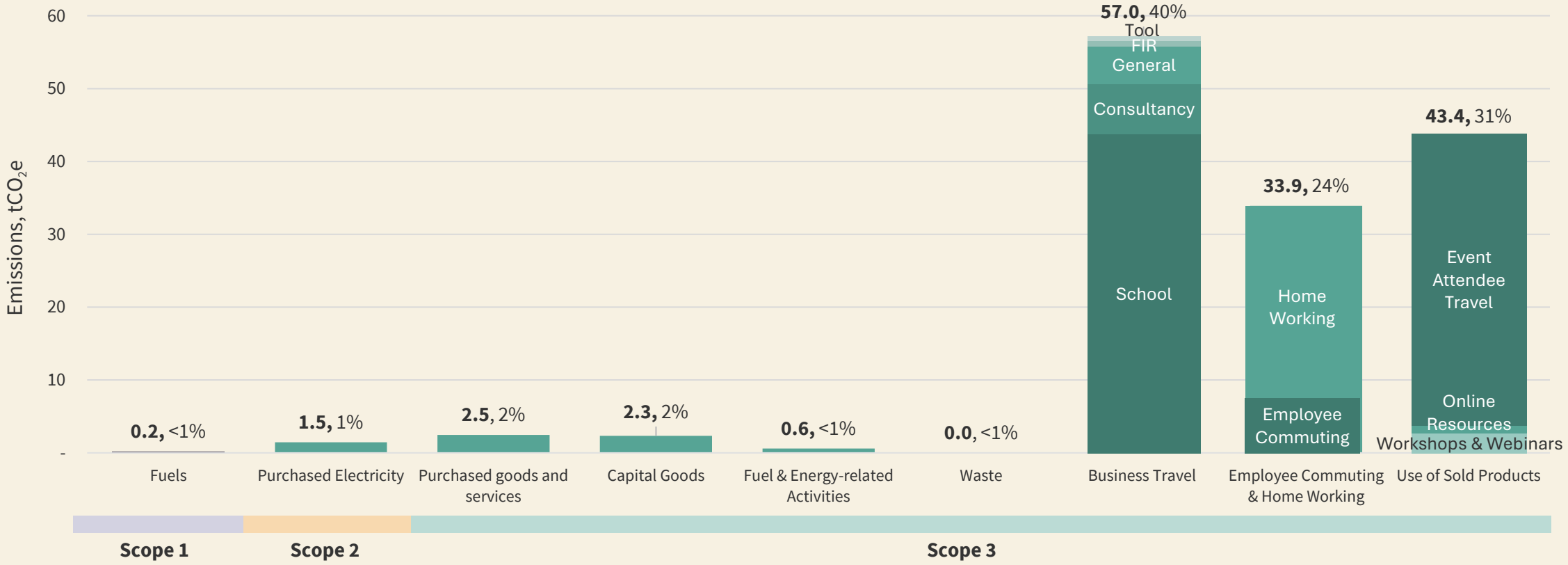
Action Sustainability commits to reducing absolute scope 1 and scope 2 GHG emissions 46% by 2030 from a 2019 baseline year, and to measure and reduce its scope 3 emissions.

We signed up to the Pledge to Net Zero in 2021. This commits us to deliver greenhouse gas reductions in line with Science Based Targets' 1.5°C climate change scenario, report our greenhouse gas emissions, progress against our target each year, and publish one piece of research/thought-leadership each year on practical steps to delivering an economy in line with climate science and in support of net zero carbon.

2025 Carbon Footprint

Our **total carbon footprint for 2025 was 141 tCO_2e**, with an **emissions intensity of 2.4 tCO_2e per FTE** and **0.03 $kgCO_2e$ per £ turnover**. We report our location-based emissions; however, as we are on 100% REGO-backed electricity tariffs, our Scope 2 market-based emissions are 0 tCO_2e.

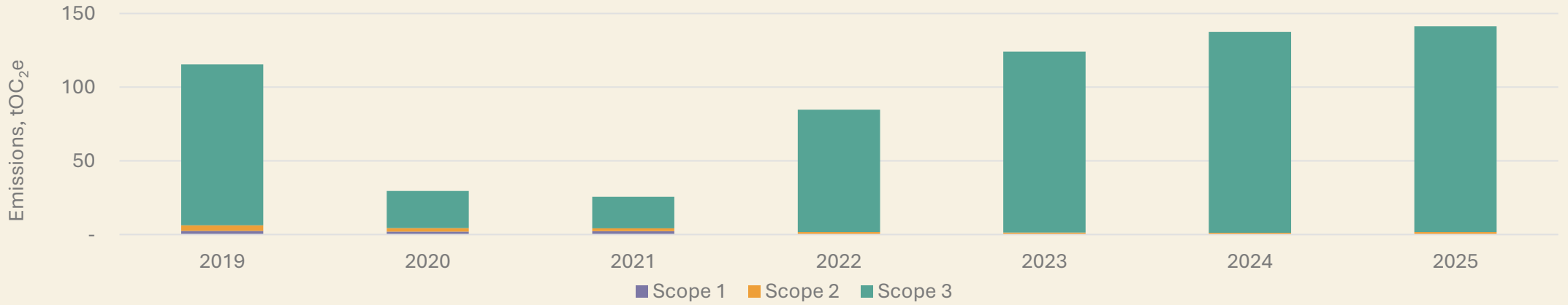
Scope 3 emissions account for almost 99% of our total footprint, with three categories making up the most significant sources of emissions. Business travel is the largest contributor, primarily due to flights between our UK office and Schools in Ireland and the US. Homeworking is the second largest category, reflecting our predominantly remote workforce. Third is emissions from attendees' travel to our in-person events. While these indirect emissions can be challenging to reduce, further details on our approach to addressing our top emission sources are provided on page 6.



** Purchased goods and services is inclusive of water consumption only*

Our Emissions Over Time

Since the development of our baseline year in 2019, our emissions have increased by 24%. Scope 3 emissions continue to dominate our footprint, which is largely driven by a growing team, leading to increased emissions from homeworking, and the expansion of business activities, leading to increased business and customer travel to deliver and access our services.



Absolute Emissions, tCO_2e	2019	2020	2021	2022	2023	2024	2025
Scope 1	3	2	2	<1	<1	<1	<1
Scope 2	4	2	2	2	1	1	1
Scope 3	109	25	21	83	123	136	141
Total	**115**	**30**	**26**	**85**	**125**	**138**	**143**
Percentage change from baseline year	-	**-74%**	**-78%**	**-27%**	**8%**	**19%**	**24%**
Emissions intensity, tCO_2e/ £ mil turnover	55 .4	11.4	9.7	27.1	28.2	26.7	27.5
FTE	22	30	37	46	56	61	61
Emissions intensity, tCO_2e/ FTE	5.3	1.0	0.7	1.8	2.2	2.3	2.4
Emissions intensity, tCO_2e/ number of School partners	1.3	0.3	0.2	0.5	0.6	0.6	0.6

Reasons for Change

1

Growth in our team

Since the development of our carbon baseline in 2019, the size of our team has almost tripled from 22 FTE in 2019 to 62 in 2025. The combination of a bigger team, and our remote working practices, means that we account for more emissions from employees' home energy usage during working hours, and commuting emissions for those that work from our London office.

2

Development of our business

In 2019, the Supply Chain Sustainability School primarily delivered training in-person, with associated travel emissions forming a significant part of the carbon footprint. Since COVID-19, the delivery model has shifted predominantly to online training, resulting in a substantial reduction in emissions, as those associated with digital access are considerably lower than travel-related emissions. However, as the School has expanded, reaching larger audiences, increasing the number of both online and in-person events, and growing its membership, the total emissions associated with accessing its services have also increased. Furthermore, the launch of the School's Ireland branch has contributed to higher emissions due to increased business travel.

3

Moving Office

In 2021, we moved our central office within London. This new building used minimal gas and we were about to get a 100% REGO-backed energy tariff, meaning our scope 1 and 2 emissions were reduced.

4

Improvements in data collection

Over time, we have improved our data collection and reporting. Our travel survey improved so that more granular data was collected on the number of people travelling to in-person events and how they travel to the event. In 2022, we expanded Scope 3, the use of sold products, to include emissions associated with accessing our resources online and attending online events. We also undertook life-cycle assessment calculations to understand the emissions associated with buying new laptops and employees' use of the network. DEFRA 2022 spend-based emission factors have been adjusted for inflation. We evaluate the activities we include and which categories we should add as part of our annual carbon footprint process.

Decarbonisation Activities

Office Energy

We work with our office management company (FORA) to implement energy efficiency measures within our office and in our building more broadly. The building (including our office) also has 100% REGO-backed electricity.

Business travel

Where possible, we encourage working online. If we are required to travel for business, we encourage the use of public transport such as the train. For international business travel, we hold most meetings online to avoid travel, combine trips' purposes to reduce the number of trips, and employ a local team in each country where we have a Supply Chain Sustainability School offering.

In-person events

The majority of our events are held online to avoid travel emissions. Where in-person events are preferred, we encourage the use of public transport and choose venues that have good public transport connections. We also collect data on attendees' travel options to understand opportunities to change behaviours and in order to calculate emissions from travel to in-person events.

Working from Home

We prioritise working from home to reduce emissions from employee commuting. We also deliver an annual internal session on how to reduce carbon emissions at home, through, for example, energy efficiency measures.

Carbon Offsetting

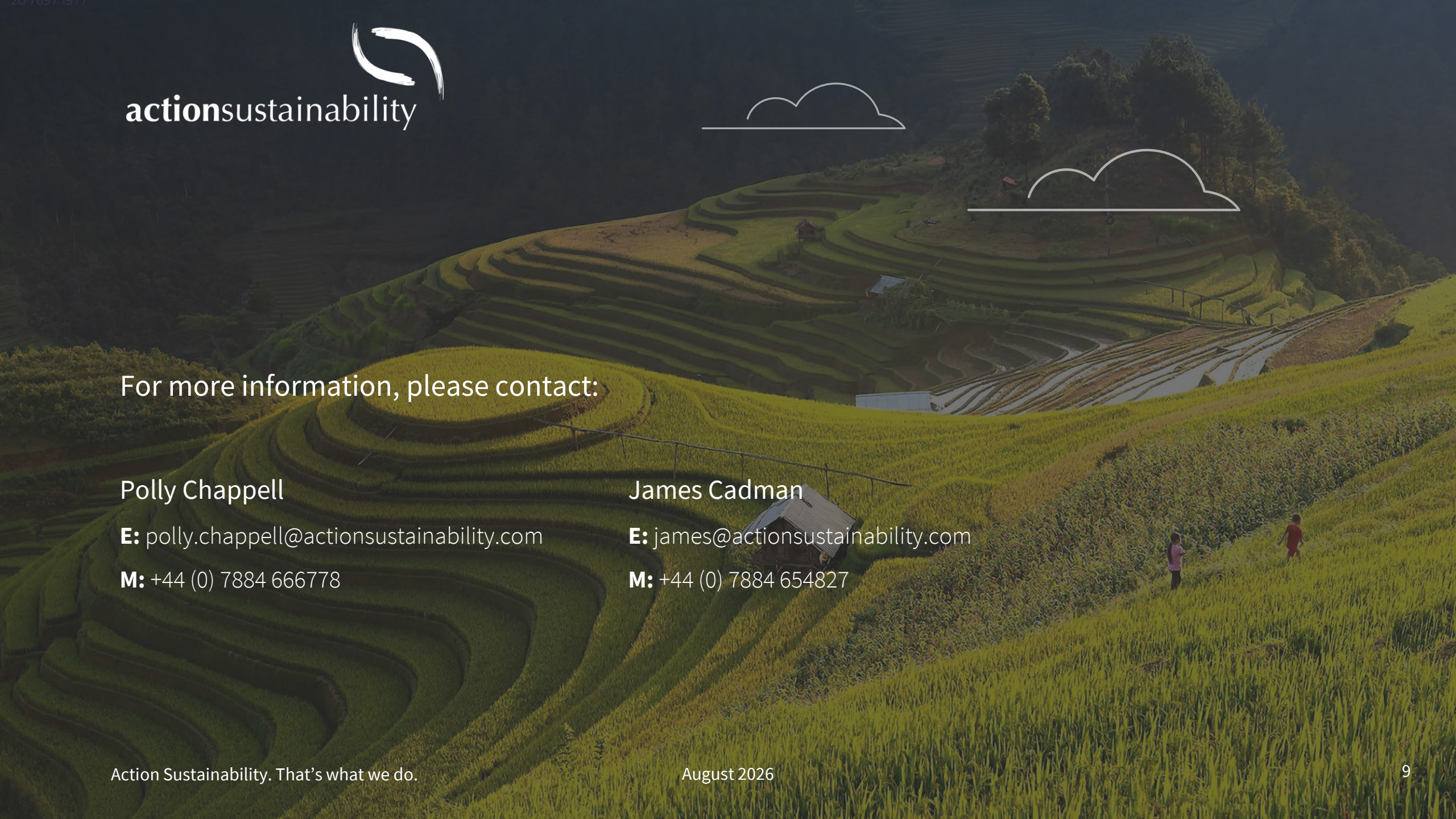
In addition to our efforts to reduce our carbon emissions, we offset our total, residual, hard-to-decarbonise emissions ever year by purchasing carbon credits from the Gold Standard. When purchasing credits, we align with the Oxford Guiding Principles to ensure that we invest in high-quality, verified projects that deliver measurable climate benefits, support sustainable development, and prioritise long-term carbon reduction.

For 2025, we have contributed to the Vichada Climate Reforestation in Colombia. This conservation and reforestation project restores degraded savanna ecosystems that strengthens biodiversity, improves watershed health, and enhances landscape resilience in a region increasingly affected by fires, flooding, and climate variability. The project also creates jobs, educates local communities on the environment and sustainable land management, and conducts sustainable forestry operations which help strengthen the local economy.

Methodology

This carbon footprint has been prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Emissions have been calculated using the UK Government's 2025 DESNZ emission factors, which represent the most appropriate and recognised dataset for UK-based reporting. The emission sources included were identified through a screening exercise to determine the most relevant and material sources.

Scope	Category	Inclusion & rationale	Data source	Assumptions
1	**Gas**	Gas consumption from our office heating.	FORA (Office Management Company)	We do not have access to the exact energy consumption for our office; therefore, it is estimated by apportioning the building's total energy use based on our occupied floor area.
2	**Purchased energy**	Electricity consumption from our office heating.	FORA (Office Management Company)	
3	**1. Purchased Goods & Services**	Water consumption in our office building. We aim to get full coverage of this category by 2025	FORA (Office Management Company)	
	2. Capital Goods	Purchase of new laptops for our staff. We aim to get full coverage of this category by 2025.	Collection of EPDs	
	3. Fuel & Energy-related Activities	Well-to-tank and transport and distribution for fuel and electricity. Employees' use of the network.	Derived from fuel and electricity consumption	
	5. Waste	Waste produced from activities at our office.	FORA (Office Management Company)	We do not have access to the exact waste production for our office; therefore, it is estimated by apportioning the building's total production based on our occupied floor area.
	6. Business Travel	All employees travel for business-related purposes.	Expense claims (Xero); Hotel bookings; Flight details	Spend was used where mileage data was not provided. Hotels were assumed to be 50% in London and 50% in the rest of the UK.
	7. Home working & commuting	Employee commuting to our office in London Energy consumption from homeworking.	Employee commuting and homeworking survey.	The 2023 survey was used and extrapolated to reflect the number of employees in 2025.
	11. Use of Sold Products	Network use from accessing our online resources, attending online workshops and webinars, and travel to in-person events	Online resource views; Webinar and workshop attendants; School conference travel survey,	0.5-hour per resource view. 1-hour webinars. 2-hour conference. 2-hour group meetings. 2.5-hour workshops. Attendee travel to the conference reflects all travel to in-person events.



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