

Beyond Green

Annual Report 2022



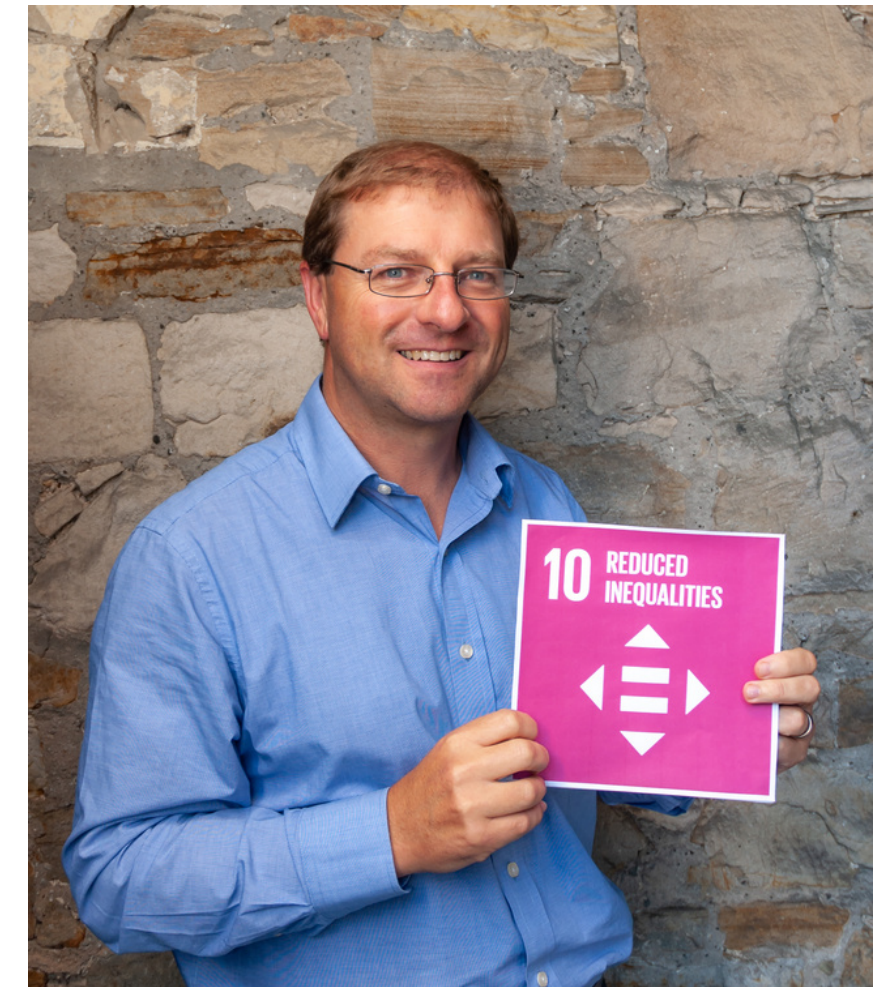
PHOTO BY SALLY PAYNTER

Founding Director Foreword

Beyond Green continued to make progress in becoming a more modern, inclusive employer in 2022, most notably with the planning of our Four Day Working Week (4DW) pilot. The pilot is made possible by our digital transformation strategy and our focus on building on our individual strengths to collaboratively deliver high value work to our clients. We have created a holistic set of impact indicators to objectively assess the success of the pilot and understand both the challenges and the rewards of a 4DW business model across the whole team. We will share our results at the end of the pilot in 2023.

Over the course of the year, our client base has continued to grow with prestigious clients, both new to us (yes, another Royal College joining our portfolio) and long-standing relationships. We are working with the board and team at J Smart & Co (Construction) plc to support the board with regulatory reporting around climate change. We're drawing on our experience of focusing on pragmatism over idealism to help them not to feel too overwhelmed.

In addition, some of our bespoke Net Zero projects have moved to longer-term partner relationships, such as George Leslie Ltd and the Institute of Chartered Accountants of Scotland.



Founding Director Foreword

We've also welcomed back clients we've worked with over previous years, such as Festivals Edinburgh and Aberdeen Performing Arts. Our well established client base is a testament to how we focus on relationship-building at every phase of client engagement.

For our internal work, we'll be focusing on adding value for our team by developing clearer learning steps for team members to grow at Beyond Green. Being a multi-discipline team, we are already adaptable to different client needs and use our collaborative working and regular check-ins to identify unique skills that open up new opportunities within the business. The added structure will allow us to better support talent pools that face additional barriers to accessing work in the sustainability sector by creating a roadmap for developing the necessary skills for project work. This is supported by Beyond Green's strategic pillar to improve accessibility and inclusion.

So, as we embark on another year, we want to stay grounded in our values to stay resilient in the face of the climate emergency. By working together, we can make a difference.



Paul Adderley
Founder & Director

OUR ACCOMPLISHMENTS



PHOTO BY SALLY PAYNTER

PREPARING FOR A FOUR DAY WORKING WEEK

As a team, we set the groundwork for a four day working week pilot in 2023

INVESTING IN ACCESSIBILITY

We created a universal design for workshops framework to build accessibility into our workshops

DIGITAL TRANSFORMATION

We've invested in digital tools like Looker Studio by Google to streamline our processes

PROJECT DELIVERY HIGHLIGHTS

BUSINESS ENERGY SCOTLAND

1st ranked supplier, continuing to deliver the high-quality services provided under the Business Energy Scotland programme

TCFD REPORTING

We are working with the team at J Smart & CO (Construction) plc, to prepare for their 2023 reporting under Taskforce for Climate-related Financial Disclosures.

NET ZERO

We've continued delivering Net Zero projects to a wider variety of clients, adding value through our collaborative approach to create ambitious but achievable Net Zero roadmaps



INSPIRING SCOTLAND

SMART



SUPPORTING OUR CLIENTS WITH NET ZERO

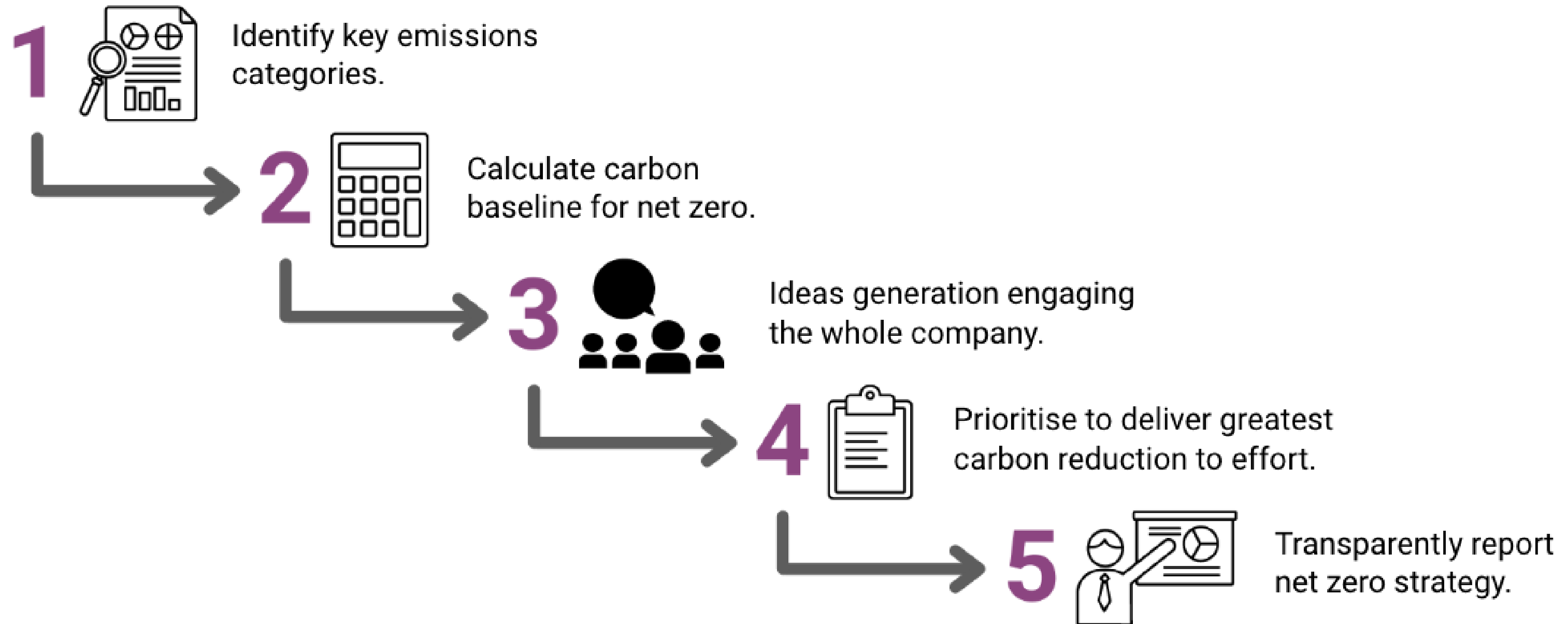
Building on our experience of delivering multiple Net Zero projects over the last couple of years, we've expanded our project delivery further in 2022 and are delighted to continue working with many new clients as they embed their Net Zero strategy.

Our support has covered everything from carbon reporting verification, target setting for emission reductions, and client team engagement and workshops to long-term sustainability strategy development.

Our collaborative and grounded approach has allowed us to adapt our working methods to our clients' needs.

DEVELOPING A NET ZERO ROADMAP

Net Zero is a long term commitment for any business, so the first and most important step is developing a roadmap of where you're aiming to go so you can plan ahead. We use the framework below to introduce our clients to Net Zero.



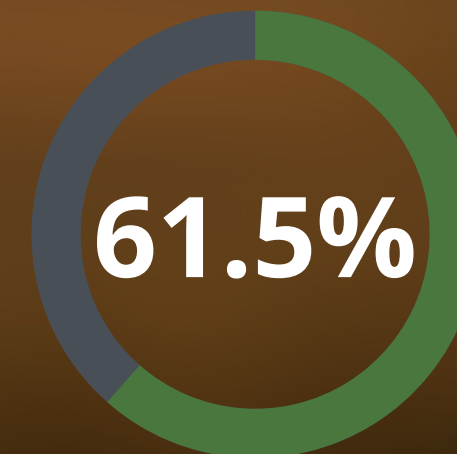
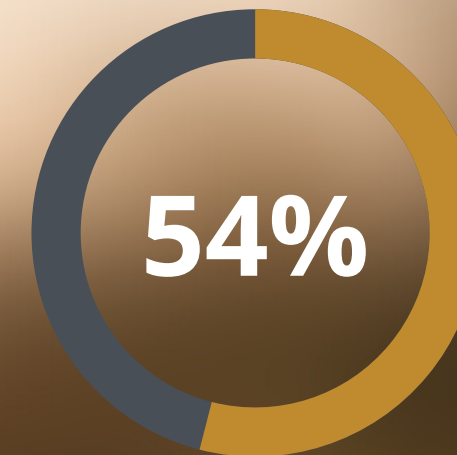
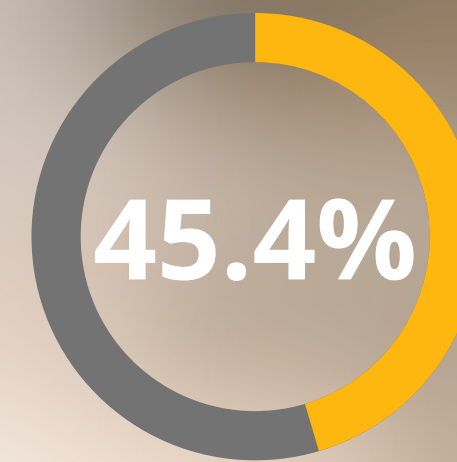


OUR COLLABORATIONS

In 2022, we continued to diversify our collaborative relationships; from external HR support to referrals to other clients to designing client experiences together, we've built on our expertise in creating mutually beneficial connections and learning from each other to move to an even stronger position for 2023.

OUR PROGRESS TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

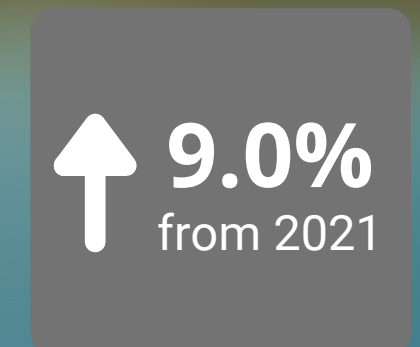
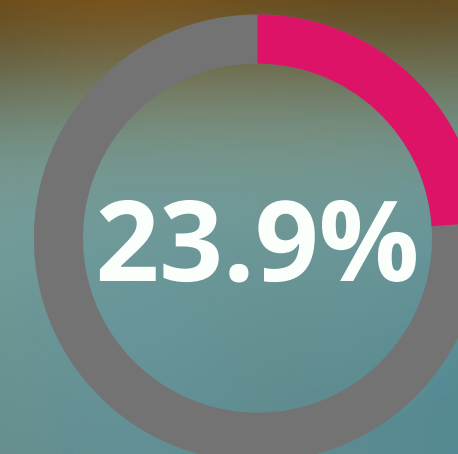
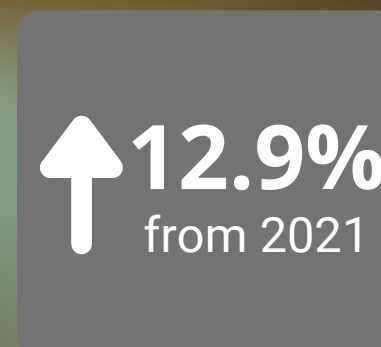
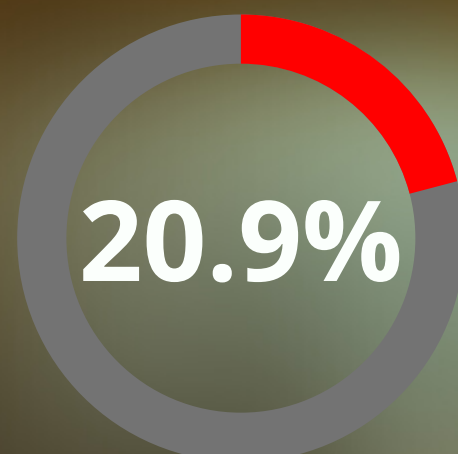
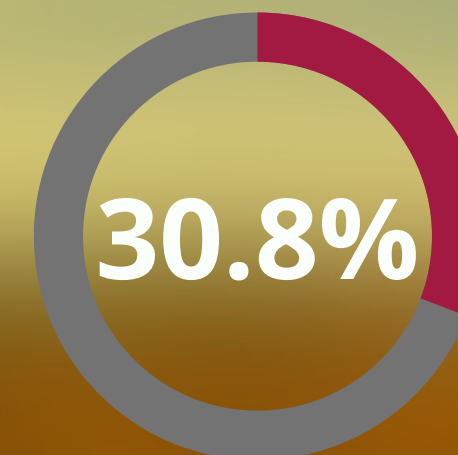
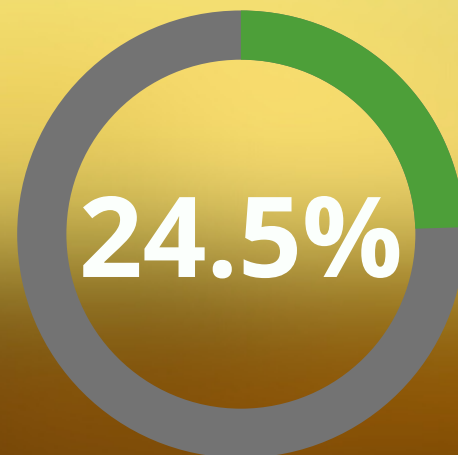
As a B Corp, it is important to us to track our impact on the world. We do this, among other things, by tracking our performance against the UN's sustainable development goals (SDGs) using the B Corp SDG Action manager. Our core areas of impact are SDGs 7, 12, and 13 due to our work in the sustainability sector. In 2022, the certification criteria expanded. We are pleased that we have continued to perform highly against them in our core SDGs.



OUR PROGRESS TOWARDS OUR TARGET SDGS

In addition to our SDGs that relate to our core services, we focus on improving the impact we have on the way we do business, and prioritise other areas where we believe we can make meaningful progress with the resources we have.

Our performance for our target SDGs for 2022 are below; we're proud of how our targeted actions set in 2021 have driven our overall SDG progress forward.



SDG ACTIONS

Below are the key SDGs we'd like to improve in 2023. We decided to continue working on our target SDGs for 2022, as we believe that we can continue making progress in these areas. Below are some of the actions we're committing to taking in 2023.

3 GOOD HEALTH AND WELL-BEING



3 - Good Health & Wellbeing

> Develop our internal skills to support our team with mental health, for example through Mental Health First Aid training

4 QUALITY EDUCATION



4 - Quality Education

> Develop and measure the impact of learning pathways for employees progressing through the company to enhance their career development

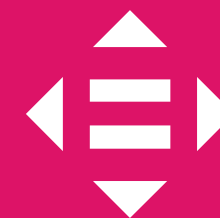
5 GENDER EQUALITY



5 - Gender Equality

> Continue to investigate our supply chain for ownership diversity, gender empowerment, and gender discrimination policies

10 REDUCED INEQUALITIES



10 - Reduced Inequalities

> Better understand diversity of ownership of our main suppliers and set a target for the purchases we have control over

BEYOND GREEN AND NET ZERO

Achieving Net Zero means ensuring our global carbon emissions are in balance with the emissions we can remove from the atmosphere. And it means we all have a role to play as citizens, business leaders and sustainability advisors. For Beyond Green, Net Zero encompasses three aspects: Our Performance, Our Support and Our Advocacy.

OUR SUPPORT

The climate emergency is leading to a strengthening of regulatory requirements like the Energy Saving Opportunity Scheme (ESOS) and the Taskforce on Climate-related Financial Disclosures (TCFD), as well as higher expectations from customers, funders etc. As a small team, our biggest impact is through the support we give our clients to navigate these challenges.



OUR ADVOCACY

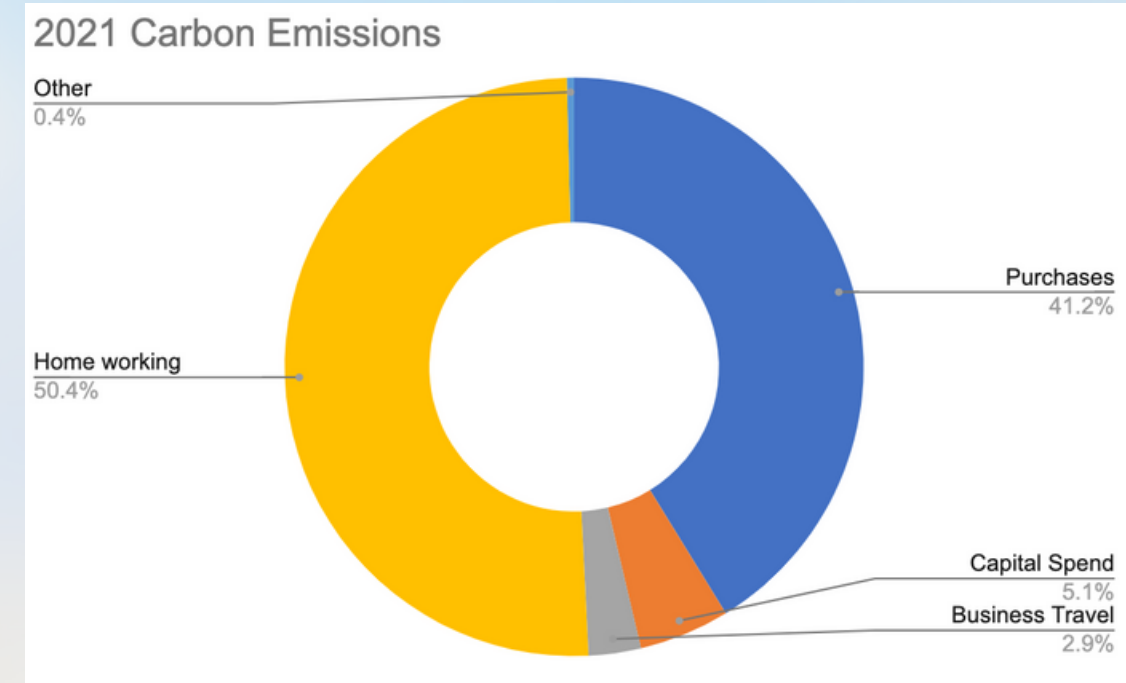
Our team continues to promote the importance of organisations moving towards Net Zero by collaborating with professionals to deliver free Net Zero webinars, and by sharing resources and stories about Net Zero across our community of clients, partners, and stakeholders.



OUR PROGRESS TOWARDS NET ZERO

The operational boundary of Carbon impact in 2022 remains unchanged from 2021. Our overall carbon footprint has increased from 6.96 tCO₂e to 9.30 tCO₂e*, and our carbon intensity has also increased by 30.7% to 69.58kgCO₂e per £1000 of income. The increase in our carbon emissions in 2022 mainly stems from investing in professional services relating to our team and recruitment process. However, our carbon intensity is still 41% below the current benchmark for Professional services of 166kgCO₂e per £1000. In 2023, we will aim to obtain more detailed carbon intensity metrics for the main professional services we procure. The charts on the right show our carbon emissions for 2022 compared to 2021.

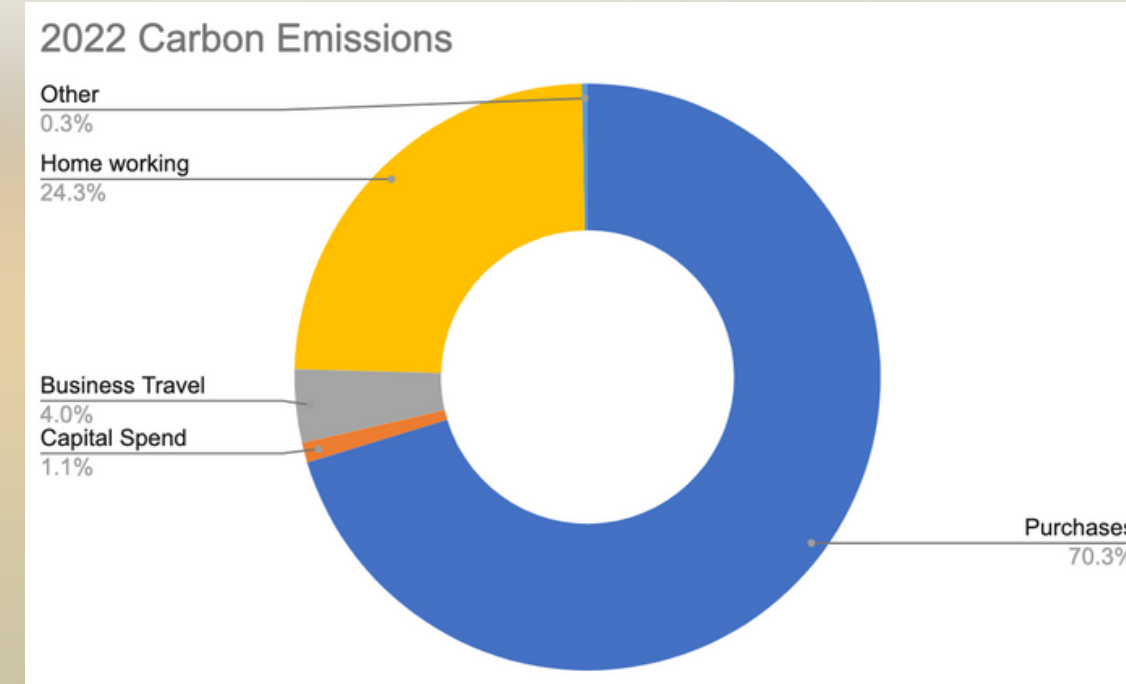
2021



6.96
tCO₂e



2022



9.30
tCO₂e

*The figures reported in 2021 were based on tCo2e/£1000 and we may have had a typo!

DIGITAL TRANSFORMATION

To support our 4 Day Working Week Pilot and the move towards Net Zero, we are making use of digital tools to streamline our work and support us in focusing our energy where it adds the most value for our clients and our team. Therefore, we've continued to invest in the digital transformation of our services in 2022.

DELIVERING DIGITAL WORKSHOPS

We've continued to introduce clients to Miro, the online whiteboard tool, as a way of delivering highly interactive and collaborative workshops to a wider audience and allow for asynchronous contributions from across the client's team. We've used Miro when facilitating face-face settings too, allowing everyone to get involved and share their voice.



OUR PROCESSES

In 2022, we expanded the use of Google's Looker Studio for our internal KPI dashboards and oversight, allowing us to adapt our processes and strategy very quickly to changing circumstances. This has been especially valuable for monitoring our 4 Day Working Week pilot.



ACCESSIBILITY



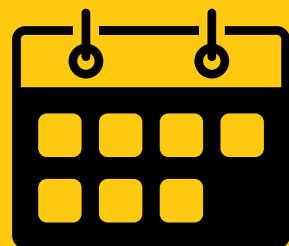
In 2022, we invested in developing our internal tools for building accessibility into our processes and our project delivery, including developing a universal design for workshops framework that we're piloting in live projects in 2023. We're also piloting the use of an accessibility maturity model to keep track of our progress in the long term.



GOALS FOR 2023

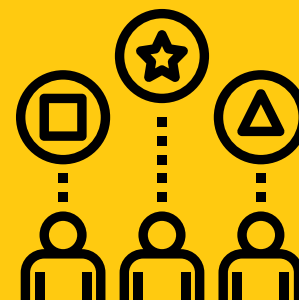
4 Day Working Week

Pilot our four day working week model for Beyond Green, to support our team's work/life balance and invest in our employee value proposition.



Accessibility Work

Continue to integrate accessibility into our project delivery processes from the design step onwards, deliver added value to our clients, and bring everyone's strengths to the table.



Moving towards Net Zero

To limit global warming to 1.5C, we have set an interim science-based target to reduce our emissions by 20% by 2025 by reviewing key suppliers, and supporting our team with home energy use.



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A family day at the beach