

Beyond Green

Annual Report 2024



Director Foreword

2024 started with a celebration as we won both the Federation of Small Businesses' Diversity and Inclusion award for Scotland and the UK, and the Microbusiness of the Year award from the Midlothian and East Lothian Chamber of Commerce. We're delighted to have our work and efforts to be an inclusive employer be recognised.

With 2024 seeing Phase 3 of the Energy Savings Opportunity Scheme (ESOS) come into effect, it was a busy year with us supporting both new and long-standing clients with their ESOS reporting.

Our team expanded again as we were able to make a maternity cover position permanent.

For 2025, we have big plans around a new service package we're delivering - we're excited to be able to share more soon!

- Paul Adderley & Lisa Kaiffer





OUR ACCOMPLISHMENTS

PHOTO BY LUKE JAMES

DIVERSITY AND INCLUSION AWARD

We won both the Scotland and UK awards in the Diversity and Inclusion category in the Celebrating Small Business Awards.

MICROBUSINESS OF THE YEAR

We won the Microbusiness of the Year award from the Midlothian and East Lothian Chamber of Commerce.

4 DAY WORKING WEEK

2024 was our first year as a permanent 4 Day Working Week business; we've continued seeing positive impacts

PROJECT DELIVERY HIGHLIGHTS

BUSINESS ENERGY SCOTLAND

Their 1st ranked supplier; continuing to deliver the high-quality services provided under the Business Energy Scotland programme; our pragmatic expertise helps SMEs cut costs and carbon

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. We're in the process of developing a new Net Zero service for businesses looking for light touch support in their Net Zero journey.



SUPPORTING OUR CLIENTS WITH NET ZERO

We are delighted to continue working with many new clients as they embed their Net Zero strategy and focus on the practical challenges.

Our support has covered everything from reviewing carbon accounting software, to assessing supply chain carbon impacts, carbon reporting and target-setting for emission reductions, to client team engagement and long-term sustainability strategy development.

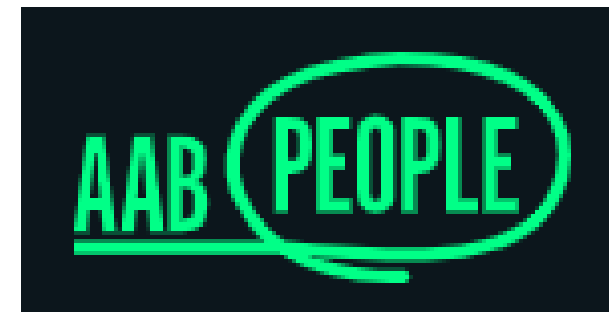
Our collaborative and grounded approach has allowed us to adapt our working methods to our clients' needs and ensure that their Net Zero roadmaps are realistic, achievable, and living up to their ambitions.

ENERGY SAVINGS OPPORTUNITY SCHEME (ESOS)

2024 saw Phase 3 of the Energy Savings Opportunity Scheme (ESOS) which introduced extensive reporting requirements.

With our tailored support, we've been assisting our clients - new and long-standing - in complying with the new regulations. Alongside this, we've also helped them use the process to identify opportunities to reduce costs, save energy, or otherwise futureproof their business.





OUR COLLABORATIONS

In 2024, we've continued to explore new potential partnerships and reinforced our existing long-term relationships.

With new service packages being in the works, we have big plans for 2025 for collaborations and ways we can add value both for our partners and our clients.

DIGITAL TRANSFORMATION

We believe digital transformation will help businesses achieve more with fewer resources and less environmental impact. It has allowed us to go permanently remote during the pandemic and move to a 4 Day Working Week, and now we're supporting our clients in finding the right tools for their needs as well.

CARBON ACCOUNTING SOFTWARE

Following the initial carbon baseline and Net Zero roadmap, moving to an online carbon accounting software is essential to streamline the data management, and allow reliable regular review of carbon emissions. We support clients with improving the processes to efficiently gather data, and select the appropriate software to empower more of their teams to be involved.



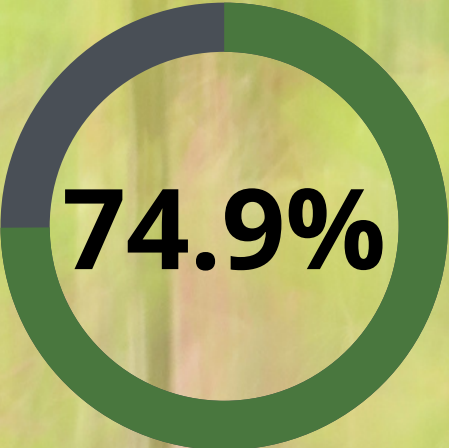
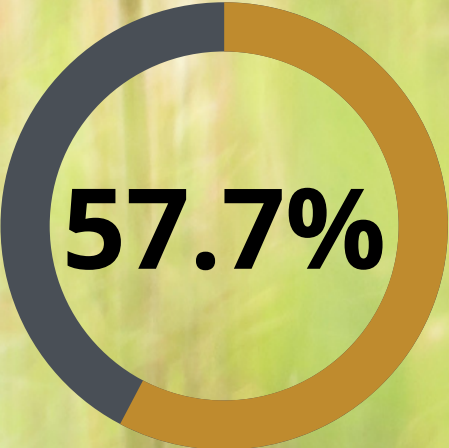
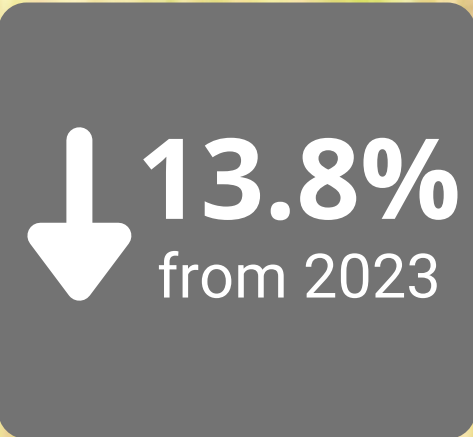
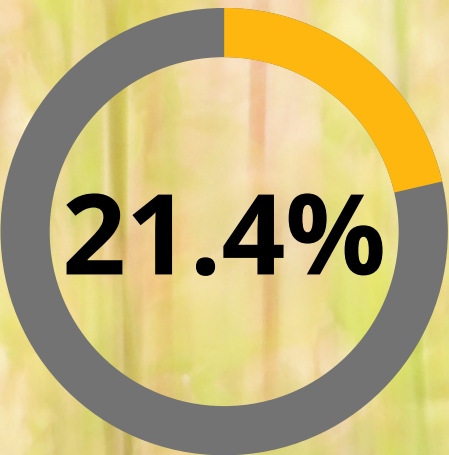
ONLINE WHITEBOARD TOOLS

Using an online whiteboard tool allows more people to contribute simultaneously. It lets you quickly set up and duplicate templates, as well as giving you an easy way to back up your work so you can refer back to it. We've been using whiteboard tools to deliver client sessions that are engaging, productive, and efficient.



OUR PROGRESS TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

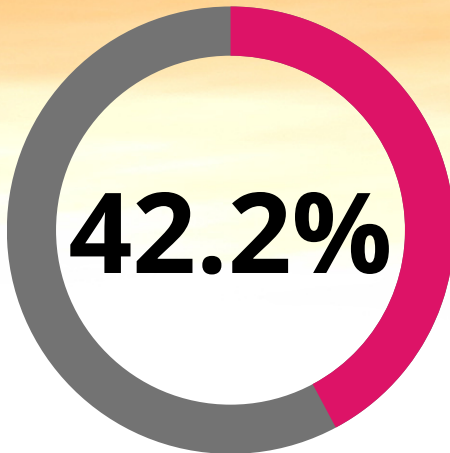
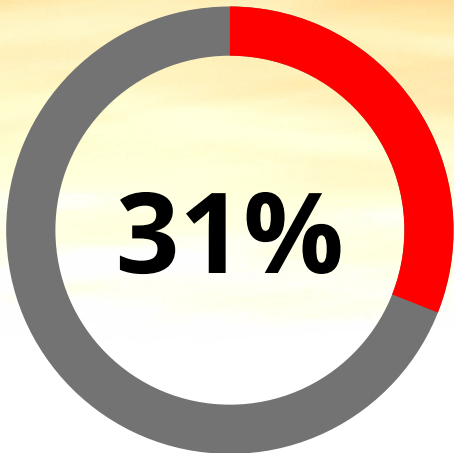
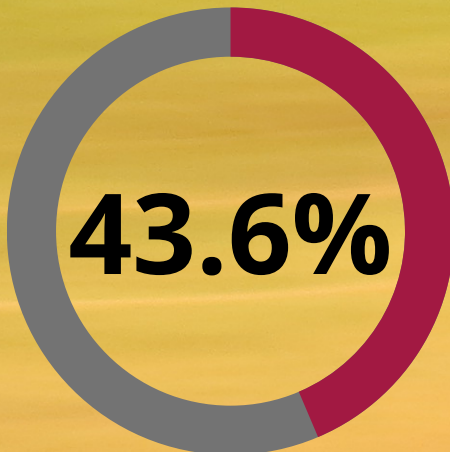
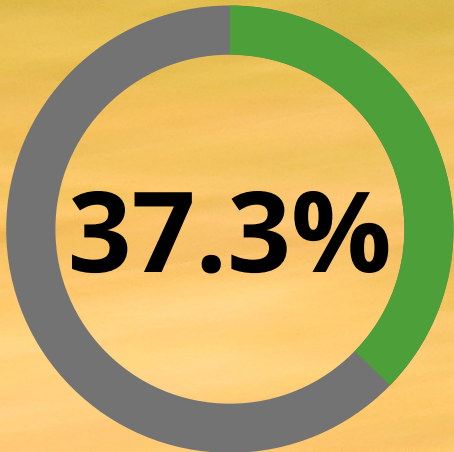
As a B Corp, it is important to us to track our impact on the world. We do this, among other things, by tracking our performance against the UN’s sustainable development goals (SDGs) using the B Corp SDG Action manager. Our core areas of impact are SDGs 7, 12, and 13 due to our work in the sustainability sector; SDG 7 is primarily focused on the company's use of Renewable/low-carbon energy, and as a fully remote team, it’s an area we have limited influence over. We will review the appropriateness of this SDG in 2025.



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 2024 are below; we're continuing to make progress against our chosen target SDGs.



SDG ACTIONS

Below are the key SDGs we'd like to improve in 2025, and the actions we're planning on taking. For 2025, we decided to include Climate Action in our planning, but we will continue investing in SDG 3 - Good Health and Wellbeing too.



4 - Quality Education

> Advocate for the role of SMEs in providing access to training and career opportunities for early career employees to be recognised



5 - Gender Equality

> Implement 2 day paid leave for menopause & increase the diversity of our supply chain



10 - Reduced Inequalities

> Continue supporting a diverse culture by investing in team training on diversity related topics - starting with LGBTQIA+ experiences



13 - Climate Action

> Conduct a climate risk assessment for Beyond Green

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.



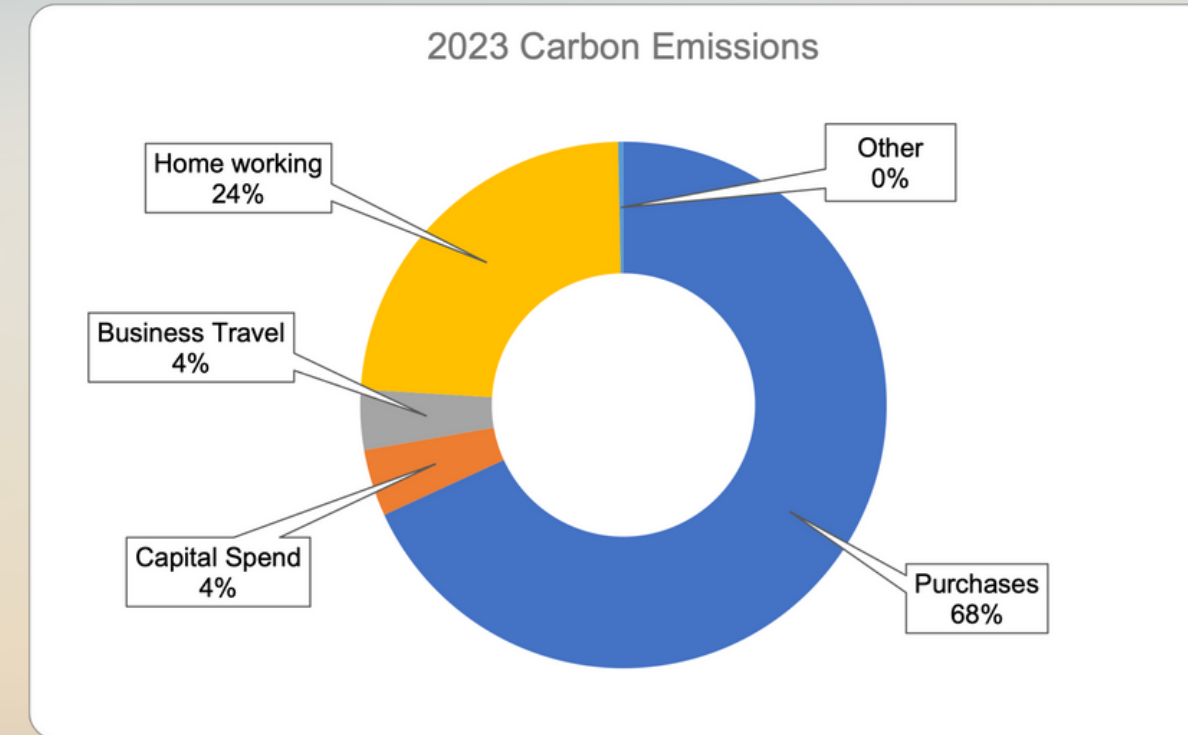
OUR PROGRESS TOWARDS NET ZERO

In 2024, our operational boundary of Carbon impact remains unchanged from 2023. Our overall carbon footprint has decreased from 7.66 tCO₂e to 4.98tCO₂e, and our carbon intensity has also decreased by 38.86% to 27.2kgCO₂e per £1000 of income. We have achieved our 2025 target a year early; now we're aiming to maintain it.

Part of this decrease is a result of us continuing to obtain more detailed carbon data from some of our main suppliers, like Google and Asana. Our purchase emissions have also dropped significantly.

The charts on the right show our carbon emissions for 2024 compared to 2023.

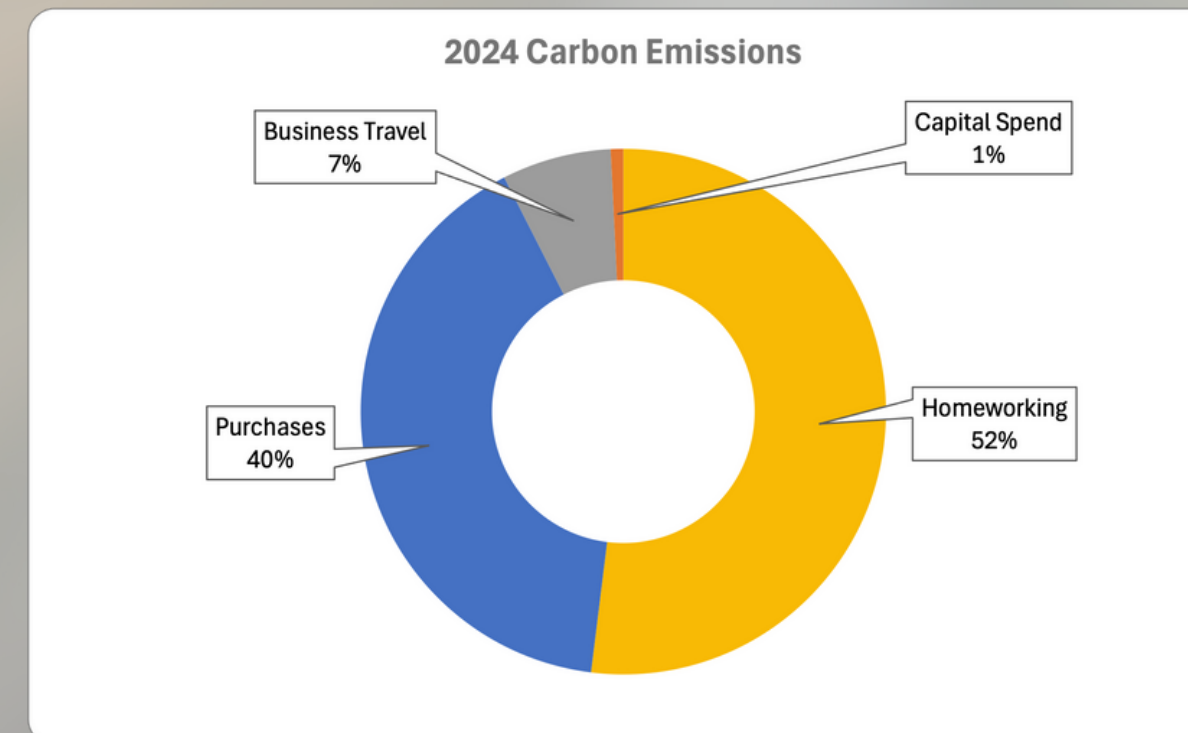
2023



7.66
tCO₂e



2024



4.98
tCO₂e

ACCESSIBILITY

In 2024, we continued investing in us being an accessible business. We worked with Jim Byrne to conduct an accessibility review of our website and update it to be easier to navigate and use for screenreader users. We've also sourced team training on document accessibility, which is an area we are continuing to invest in for 2025.



DISABILITY CONFIDENT REPORTING



As a Disability Confident Leader, we are committed to reporting on our disability and mental health statistics on a yearly basis. You can find our Leader statement and reasoning for the data we share on our website alongside our company policies, but we are also sharing it here for greater transparency.

All questions use a scale of 1 (lowest score) to 4 (best score).

How supported do you feel in your current role?

3.4

↑ **8.3%**
from 2023

How connected do you feel to the rest of the team?

3.37

↑ **13.2%**
from 2023

How satisfied do you feel about your current role?

3.13

↑ **4.2%**
from 2023

How do you feel about your workload?

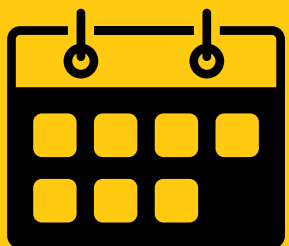
3.06

↑ **8.6%**
from 2023

GOALS FOR 2025

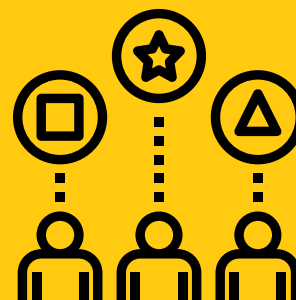
Developing Services

For 2025, we're planning to launch a new service that will allow us to support more businesses in putting their values into practice and preparing for their journey to Net Zero.



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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