

Beyond Green

Annual Report 2025



Photo by Paul Adderley

Director Foreword

2025 saw us recertify as a B Corp, which required reviewing all of our processes and the way we do business - an excellent time to reflect, celebrate our successes and identify areas we want to improve in. The B Corp recertification process evolves over time to reflect the increasing expectations for ethical business - so we are very proud that our impact score increased from 101.7 in 2021 to 125.9 in 2024 - almost a 25% improvement from 2021!

On the project delivery side, we were preparing for our new service offering: Net Zero Trailfinder, enabled by our carbon accounting platform! This new service is a streamlined version of our established collaborative Net Zero roadmap approach, tailored to businesses that want a trusted partner on their sustainability journey, and don't need to resolve the kinds of complex issues that are covered by our bespoke service.

At the same time, one of our directors was juggling caretaking responsibilities and delivering all of the above with reduced availability and energy. It was a challenging year for Beyond Green but also proof of the resilience that comes along with ethical business practices - the same processes designed to support our entire team have helped us adapt when we needed to.

- Paul Adderley & Lisa Kaiffer





OUR ACCOMPLISHMENTS

Photo by Paul Adderley

B CORP RECERTIFICATION

Our impact score increased from 101.7 in 2021 to 125.9 in 2024 - almost a 25% improvement from 2021!

NET ZERO PLANS

We hit our target of reducing our company emissions by 20% for 2025 - now we can plan for our goal for 2030!

RESILIENCE AS A TEAM

Despite reduced director capacity, we've worked together as a team to continue delivering high quality support to our clients



PROJECT DELIVERY HIGHLIGHTS

Photo by Paul Adderley

NET ZERO TRAILFINDER

We've officially launched our new Net Zero service, Net Zero Trailfinder! The service is aimed at businesses wanting to start on their Net Zero journey with a collaborative partner at their side, but in a streamlined and cost effective package.

ESOS

The next round of ESOS compliance is coming up in 2027, and we've already been receiving a number of enquiries from organisations aiming to get ahead of the curve and start planning now. We've won several new clients this year!



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.

NET ZERO TRAILFINDER

Our new Net Zero Trailfinder service is designed to combine our Net Zero expertise and collaborative approach to project delivery with a streamlined approach to support SMEs looking to start out on their Net Zero journey. You can find out more in our [Net Zero Services Overview brochure](#).

The Journey to Net Zero





OUR COLLABORATIONS

In 2025, we've continued to explore new potential partnerships and reinforced our existing long-term relationships.

As part of that, we're expanding our collaborations in the built environment sector, with our partners bringing specialised skills to complement our sustainability work.



ENERGY SAVINGS OPPORTUNITY SCHEME (ESOS)

Photo by Paul Adderley

Phase 4 of ESOS

The next round of ESOS compliance is coming up in 2027. ESOS is a mandatory energy assessment scheme for UK companies in the UK that either employ 250 or more people, or have an annual turnover in excess of £44 million, and an annual balance sheet total in excess of £38 million.

Our Approach

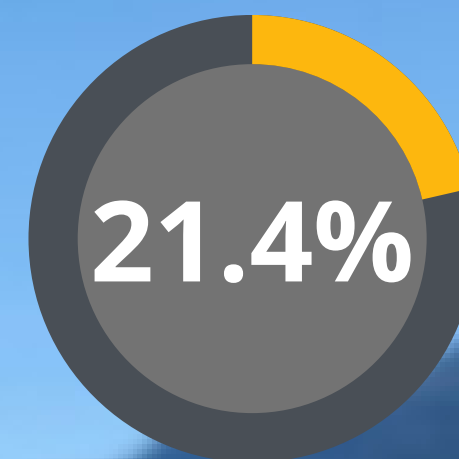
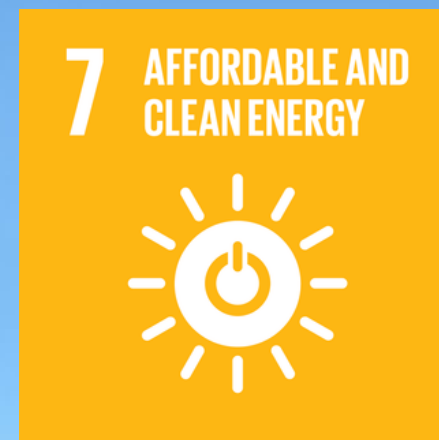
Our focus remains on helping clients comply with the new regulations while also identifying opportunities to save energy, enhance sustainability, and reduce long-term costs. By offering tailored energy-saving solutions, we are not only assisting our clients in meeting regulatory demands but also helping them future-proof their business in an increasingly sustainability conscious market.

We have built partnerships with M&E consultants ensuring that our ESOS work moves beyond compliance to practical implementation. ESOS will include Net Zero Assessments in the near future, which puts us in a strong position to deliver holistic support.

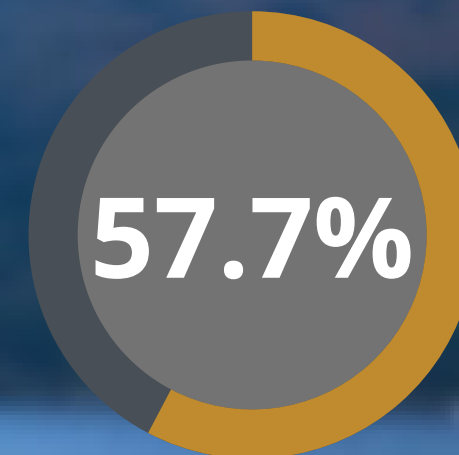
OUR PROGRESS TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

As a B Corp, it is important to us to track our impact on the world. One of the ways we do this is 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.

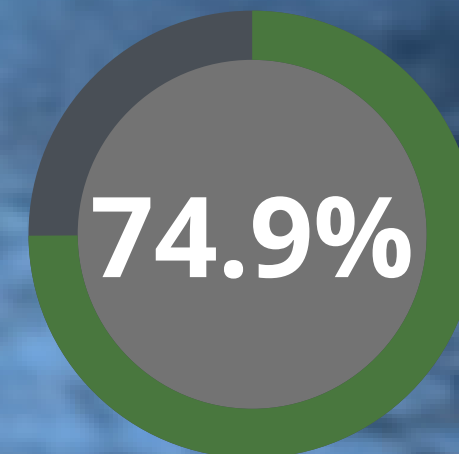
2025 saw us focusing on the launch of our new service - leading to fewer changes to our SDG impacts.



**No
change**
from 2024



**No
change**
from 2024

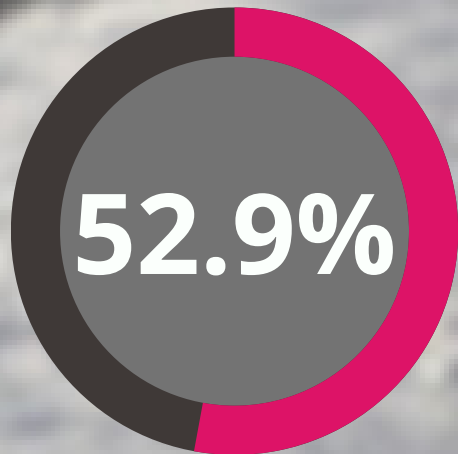
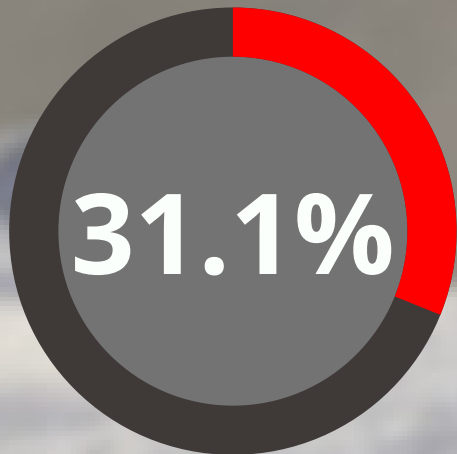
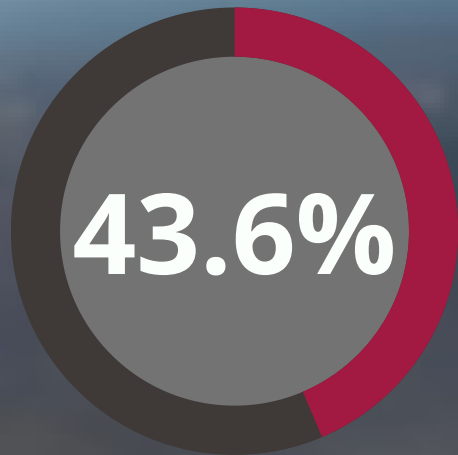
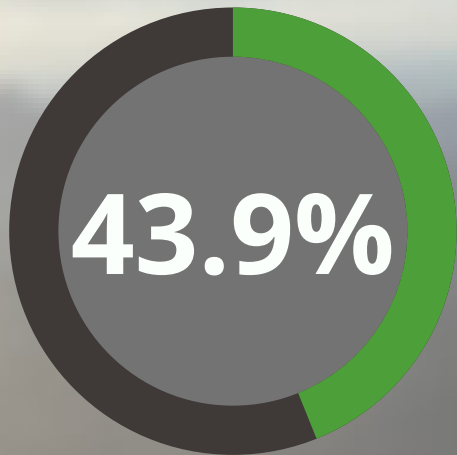


**No
change**
from 2024

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 as a business, and prioritise other areas where we believe we can make meaningful progress with the resources we have.

We're proud to have continued expanding our positive impacts despite having less dedicated capacity for it.



SDG ACTIONS

Below are the key SDGs we'd like to improve in 2025, and the actions we're planning on taking. For 2025, our focus has shifted towards SDGs 3 and 8, though of course we continue looking for ways to support gender equality and equity where we can.



3 - Good Health and Well-Being

> Develop a heatwave wellbeing plan for Beyond Green



8 - Decent Work and Economic Growth

> Pursue a formal 4 Day Working week accreditation



10 - Reduced Inequalities

> Investigate partnerships to provide internships to marginalised job applicants



13 - Climate Action

> Managing impacts of extreme heat on BG operations

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. This 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.



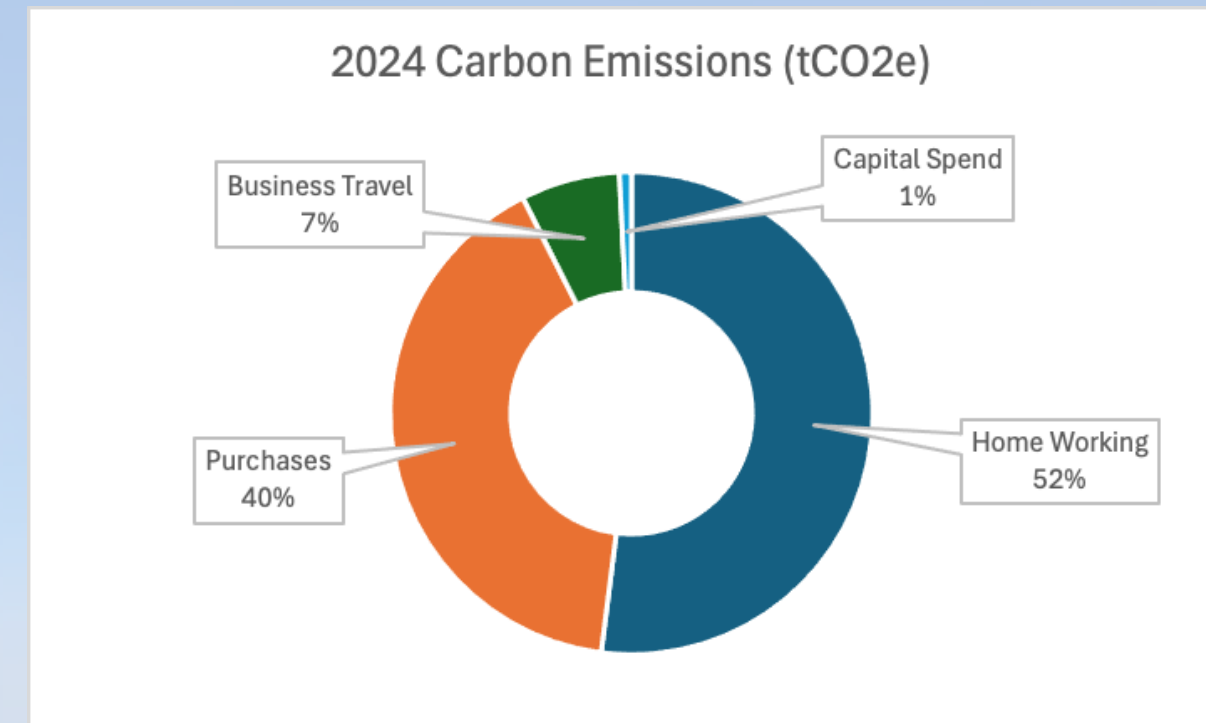
OUR PROGRESS TOWARDS NET ZERO

In 2025, our operational boundary of Carbon impact remains unchanged from 2024. Our overall carbon footprint has decreased from 4.98 tCO₂e to 3.62 tCO₂e.

This year, our purchase emissions dropped by half, and our home working emissions also reduced due to team changes. Because of this, the carbon intensity is a better reflection of our carbon impact: our carbon intensity has decreased by 6.18% to 25.533kgCO₂e per £1000 of income.

The charts on the right show our carbon emissions for 2025 compared to 2024.

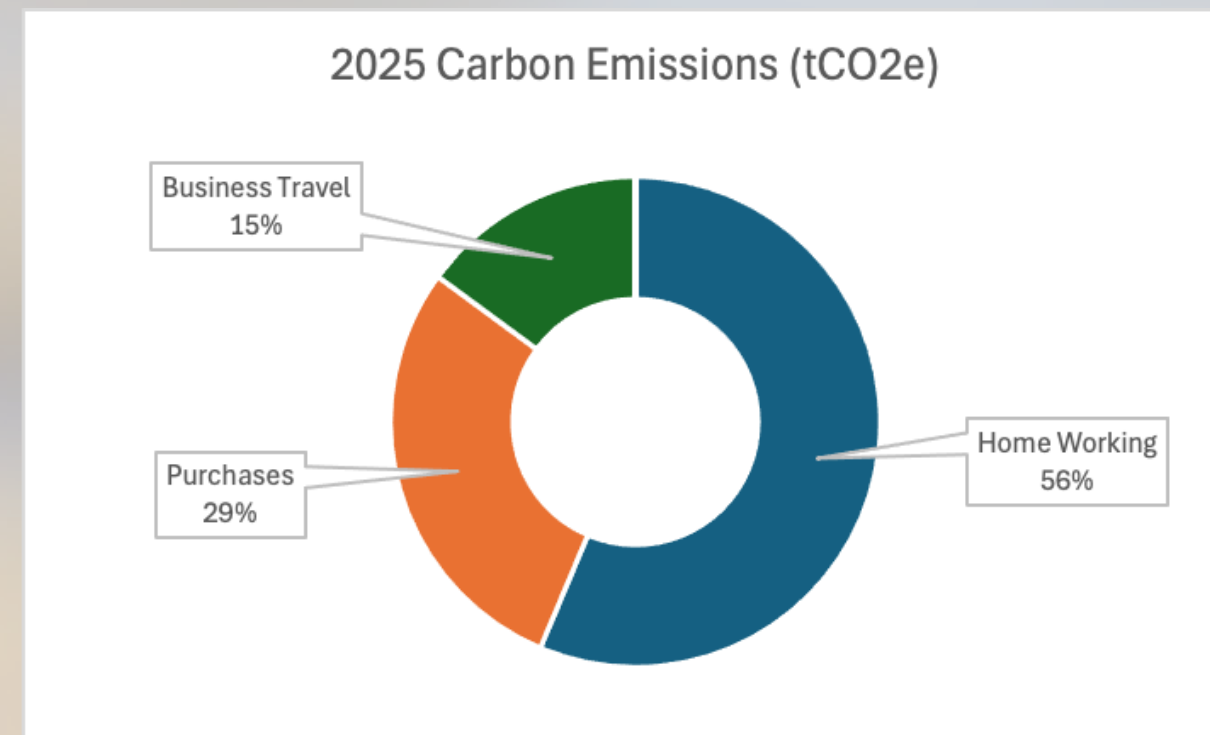
2024



4.98
tCO₂e



2025



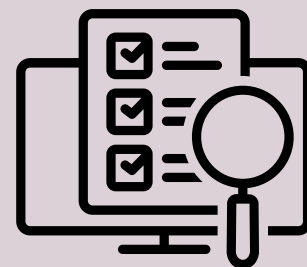
3.62
tCO₂e

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. With the increasing presence of generative AI in our existing digital platforms, we've made a commitment to critically engage with the technology to review the ethical impacts, risks, and potential benefits to our work.

BG AI STATEMENT

We have created an AI statement to record our boundaries as a business and our approach to using AI. Generative AI as a technology carries the risk of reinforcing systemic injustices, even when used with care, due to the supply chain impacts and the lack of true transparency on environmental and social impacts. [You can read our AI statement here.](#)



AI-POWERED PROCESSES

Moving to an online carbon accounting software is essential to streamline data management and review. Carbon+Alt+Delete has incorporated AI into the platform in a controlled and targeted way that streamlines processes and saves energy and time.



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?

3.58

↑ 5%
from 2024

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

3.3

↓ -2%
from 2024

How satisfied do you feel about your current role?

3.18

↑ 2%
from 2024

How do you feel about your workload?

3.16

↑ 3%
from 2024

GOALS FOR 2026

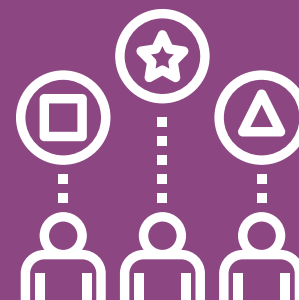
Digital Transformation

Continue critically engaging with the topic of AI, to align with our commitment to being a business for good as well as a business supporting our team and our clients to succeed.



Accessibility & Inclusion 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 set an interim science-based target to reduce our emissions by 20% by 2025. For 2026, we aim to calculate the reduction needed to hit Net Zero in 2030.



Contact Information



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beyond green



**Taking Time for Calm Reflection at
Loch Kinhorn**