

IMPACT UK

Environmental impact report 2023

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Introduction

Impact International was founded and is globally headquartered in the Lake District, one of the UK's National Parks. In this time of increasing ecological crisis, we have a vested interest in protecting the environment and are reminded why whenever we look out of the office windows.

We believe that organisations should be purpose-driven, human-centric places where people can thrive while creating a positive impact. Protecting the planet is a key part of that and we are absolutely committed to modelling this approach by improving our environmental performance. We will continue to communicate our progress on this in an accurate and transparent manner.

This report covers all operations of Impact Development Training Ltd within the UK, and we are working towards the inclusion of our global offices.

We have set ourselves some bold objectives and it will be a long and challenging journey to achieve them, but we are determined to play our part.

David Williams – Founder and CEO



Scope of the report

This report covers all aspects of Impact Development Training Ltd's operations in the UK.

Whilst considering the scope for the Environmental Management System (EMS) that Impact has implemented, a number of factors had to be considered. Impact is a global organisation, with clients that are mostly large international organisations. It would be easier to show a minimal environmental impact by not including these complications. However, for greater transparency, where a training programme is led by the UK, it is included in the scope of this report.

Strong environmental policies exist across Impact and the aim is to incorporate global offices into the EMS in the future.

Further, our new global headquarters and office building has a walker's café attached to it, which is open to the public. It is not currently possible to separate the energy and water use of Impact Development Training Ltd UK from that of the café, so this should be kept in mind when considering our carbon footprint on page 7.



2023 highlights

Networks: Impact has remained an active member of a number of local, national and global environmental organisations, including:

- Lake District National Park Authority
- Royal Geographical Society
- Anthropy
- UN Global Compact

The Regeneration Game: Impact consultant Andy Dickson designed this lively learning experience to encourage participants to reflect on their impact on the world, on both an individual and organisational level. Andy has now run this with many large organisations, such as AB InBev and Ageas, and to a sellout group at Anthropy 2023.

Anthropy: Impact participated in this national event, which brings government and business together to focus on building place, people and prosperity in Britain. Impact facilitated

two engaging sessions for a variety of sustainability and people leaders.

#Force4Good: In its second year, this company-wide, two-day charity event celebrates Impact's culture and heritage, as well as the Lake District landscape. In 2023 it involved a series of physical journeys across the national park by foot, water and bike, raising over £2,500 for the mental health charity 'Mind over Mountains', and planting 2,200 trees through Ecologi.

Client solutions: Many of our solutions are catalysed by the imperative for our client organisations to become more sustainable – or as we like to say, to have a positive impact. Impact are not a sustainability consultancy; but our expertise is in enabling leaders to make these changes happen, and to transform their organisations for a more positive future. In 2023 we have further developed this offering, which we have called Positive Impact.



United Nations
Global Compact

Case study: SDG Innovation Accelerator with UN Global Compact UK

This nine-month learning experience is delivered through a unique partnership between the UN Global Compact (UNGC) Network UK and Impact.

Designed for young professionals in organisations that participate in the UNGC, the aim is to activate future business leaders and changemakers to develop and drive innovative solutions through new technologies, initiatives, and business models that deliver on their company's sustainability objectives and the SDGs.



Read me

New headquarters: Kelsick

In June 2023, Impact moved into its new global headquarters in Ambleside. Built as a grammar school in 1906 and later owned by the Charlotte Mason teacher training college, Impact founder and CEO David Williams saved Kelsick from demolition in 2017 and spent seven years renovating it. Sustainable architecture was at the core of this project. Kelsick is now a collaborative office space and a hub for positive impact in the community.

Kelsick has the following features:

- Sheep wool insulation
- Solar panels installed with the goal of providing 20% of energy
- Attenuation tanks in car park to prevent flooding
- Energy efficient boilers
- Low energy LED lighting throughout
- Sedum roof, providing important microclimate and habitat, as well as reducing surface run-off from rainfall
- Lime plaster
- Underfloor heating in extensions
- Greywater to all toilets
- Storage tank on fell collecting water for vehicle washing
- Secondary double-glazing to north- and east-facing windows
- Extensions fully insulated and designed for solar gain through solar windows



Carbon footprint

Carbon source	KPI	Tonnes CO ₂
Impact vehicles	19,564 fossil fuel miles; 5,910 electric miles	6.6
Flights	246,065 miles	73.8
Trains	58,579 miles	5.08
Taxis	11,248 miles	7.07
Gas	282,014 kWh	51.6
Electricity	60,494 kWh	13.6
Water	995 cubic metres	10.5
TOTAL		168.25
Carbon per employee	82 employees	2.05 tonnes per employee

Targets: Carbon footprint

Target	Progress	Future actions
Aim to have 100% electric fleet by 2030	Reduced petrol and diesel fleet. We now have 3 electric vehicles and are about to reduce to 7 fossil fuel vehicles.	Continue to make progress towards target.
Public transport will be used as the first choice over vehicles and flying where practicable.	This is well adhered to.	Continue best practice.
As Impact moves offices, build in car sharing plans.	Although not formalised, many employees do car share or use public transport.	Gather data around employee commuting when resource allows.
Use 2022 data to formulate plan for reducing carbon emissions in 2023.		Roll this over to 2024, when we are through a period of business disruption and will be able to devote more resource to this.
For Kelsick, 20% of electricity to be supplied by solar panels onsite; investigate renewable provider for remaining 80%.	Solar panels installed. Our office is also now designed for solar gain and uses low energy LED lighting throughout.	Complete solar panel set up and track supply. Investigate renewable provider.
Measure impact of virtual and face-to-face learning methods	Impact not measured, but most of our programmes continue to make good use of virtual learning methods, thereby reducing impact.	Investigate whether impact can be measured.

Targets: Waste

Target	Progress	Future Actions
Continue best practice with limiting materials on programmes, and using only sustainably sourced, recycled, non-toxic products when necessary.	<p>We reduce purchases and reuse where possible. E.g. laminating and reusing paper resources to reduce shipping repetitive paperwork. When purchasing paper, environmental certification is a key criteria.</p> <p>We source programme materials onsite if possible. When sourced offsite, we ask staff to carry them in their luggage rather than shipping separately.</p> <p>As our digital offering has grown, we have been able to dramatically reduce the amount of printing and materials we purchase.</p>	Continue best practice.
Recycle all possible paper, cardboard, plastic and hazardous waste.	Complete.	Continue best practice.
Find a way to recycle the inner foam padding from buoyancy aids. And continue seeking new ways of recycling equipment that cannot go to a charity shop.	Old outdoor equipment continues to be recycled through partnerships and local initiatives, though we still seek a method for the foam padding.	Continue seeking new ways of recycling and reusing.

Targets: Outdoor activities

Target	Progress	Future Actions
There will be no environmental accidents	There were no environmental accidents	Continue good practice
Complete specific Environmental Impact Assessments (EIA's) for each activity location in the Lake District we regularly use.	Complete	Implement procedure for updating EIA's

Targets: Environmental management system

Target	Progress	Future Actions
Meet targets, ensure senior sponsorship and prioritise ESG team time.	Some targets not met due to disruption. ESG team have made progress around internal policies.	ESG team to continue to work on this.
Design and implement new induction approach to the Environmental Management System.	Not met due to business disruptions.	Roll over to next year.
EMS will be reviewed by the Environment Advisor and UK Management. Reconsider frequency/structure of reviews then restart.	Not met due to business disruptions.	Roll over to next year.
Updates to all Impact staff – reconsider frequency/structure of reviews then restart.	Not met due to business disruptions.	Roll over to next year.
Update new website with environmental policy and targets, setting new and bolder objectives for the future.	Not met due to business disruptions.	Roll over to next year.
Update ethical suppliers policy.	Not met due to business disruptions.	Roll over to next year.
Achieve external accreditation for the Environmental Management System	Not met due to business disruptions.	Explore what is appropriate
Maintain profile and influence in local environmental forums. Intentional collaboration with local groups.	Continued influence within UNGC networks, Anthropy and support for local NGOs. Collaboration with local charities through Force4Good and other cultural events.	Continue to develop.

**Thank you for
reading**

