

IMPACT UK

Environmental impact report 2024

iiimpact



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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.

Impact is a global organisation. Strong environmental policies exist across Impact and the aim is to incorporate global offices into this report 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 6.



2024 highlights

Amidst a difficult business context, this year we have prioritised making small, tangible changes. Whether it's to our day-to-day HQ operations or raising awareness amongst employees, these changes have intended to shift the dial on our sustainability efforts and intentions.

- **Staff training:** Employees have had the opportunity to attend Carbon Literacy training. In addition, we have run workshops to help people understand our challenges and ambitions around sustainability, and to provide input and feedback.
- **Solar panels:** The solar panels at our HQ are now functioning. We will provide data on this next year.
- **Waste management:** We have reviewed and changed our waste process, including installing a worm farm, expanding the range of materials we recycle, and raising staff awareness.
- **Commuter survey:** We have surveyed staff commuting habits to understand more about our scope 3 emissions and where we could support employees to make changes.
- **Litter picking:** Our staff now engage in regular litter picks in the grounds within and around our global HQ.
- **Senior sponsorship:** Our small sustainability team has four new members, including senior sponsorship from both the Head of the UK business and the Global Head of Finance, both of whom attend meetings and engage in decision making.
- **Positive Impact retreats:** We have developed our 'Positive Impact' offering, running two successful Positive Impact 'retreats' at our global HQ, attended by senior sustainability and ESG leaders from all over the UK.
- **Partnerships:** Our CEO has been an active supporter of the Love Windermere Partnership, prioritising effective solutions for Lake Windermere. In addition, we are maintaining and building our partnerships with the Lake District Foundation, Anthropy, the Royal Geographical Society, UN Global Compact, and the Lake District National Park Authority.
- **Digital changes:** All our websites and platforms are now powered by renewable energy, resulting in zero CO2 emissions from our data centres. We are launching our new product in partnership with an organisation that holds both B-corp and EcoVadis gold status, offering us the flexibility to make more sustainable choices in how and where we host this data. We have also identified and removed obsolete services, thereby reducing costs and energy consumption.

Carbon footprint

Carbon source	KPI	Tonnes CO ₂
Impact vehicles	42,112 fossil fuel miles	130.14
Flights	368,916 miles	111.19
Trains	45,004 miles	33.03
Taxis	n/a	25.86
Gas	537,573.65 kWh	983.22
Electricity	83,968.70 kWh	148.65
Water	3,202 cubic metres	6.125
Employee commuting	n/a	602.24
TOTAL		2040.455
Carbon per employee	employees	27.95 tonnes per employee

Targets: Carbon footprint

Target	Progress	Future actions
Aim to have 100% electric fleet by 2030	Reduced fossil fuel vehicles to 6 and maintained our 3 electric vehicles.	Continue to make progress towards target.
Gather data around employee commuting when resource allows.	We have now gathered employee commuting data, enabling us to generate carbon emission data around this metric.	Share data with staff and promote car sharing.
For Kelsick, 20% of electricity to be supplied by solar panels onsite; investigate renewable provider for remaining 80%.	Solar panels installed and we are now able to track what they produce. Exact data not available at this time but we know the 20% target has been achieved. We are now on a renewable tariff with our energy provider.	Gather data on solar panels for next year's report.
Investigate whether impact of virtual and face-to-face programmes can be measured.	We have started a pilot scheme to measure the carbon impact of a face-to-face programme, taking place across Europe.	Continue with pilot throughout 2025 and then review results and the feasibility of rolling this out at scale.

Targets: Waste

Target	Progress	Future Actions
Explore ways to expand our recycling offering.	Created a worm farm for food waste; expanded our recycling to include soft plastics; and changed waste contractor to include all remaining food waste. Improved recycling signage and internal understanding.	Explore adding recycling facilities in other parts of the building. Improve internal understanding and engagement around reducing our waste.
Investigate waste accounting and whether we can measure our waste output.	New target for 2025	

Targets: Environmental engagement

Target	Progress	Future Actions
Meet targets, ensure senior sponsorship and prioritise ESG team time.	ESG team has grown by four new members, including our Global Head of Finance, bringing us up to nine members. This now includes two senior sponsors.	Continue to meet regularly and engage members at all levels in decision making.
Updates to all Impact staff – reconsider frequency/structure of reviews then restart.	We have begun to raise awareness across the business around the ESG group's challenges and efforts, via workshops and messaging.	Continue to develop these comms.
Update new website with environmental policy and targets, setting new and bolder objectives for the future.	Achieved. Policy and new report now publicly available on the website.	Continue to update every year
Update ethical suppliers policy.	Not met due to business disruptions.	Roll over to next year.
Maintain profile and influence in local environmental forums. Intentional collaboration with local groups.	Continued existing local and national partnerships and collaborations. New relationship formed with the Love Windermere Partnership. Profile significantly increased with launch of Positive Impact retreats.	Continue to develop.

**Thank you for
reading**

