

Company Report

Reporting Period: 7th April 2025 – 6th April 2026

Introduction

Envance is a consultancy firm specialising in environmental and sustainability management, located in Stockport. Established in 2020, we offer environmental services to clients spanning various sectors

This progress report evaluates our greenhouse gas (GHG) emissions from 7 April 2025 to 6 April 2026. The document outlines our actions during this period to align with baseline targets and decrease emissions.

Year in Review...

Reviewing the 2025/26 year, Envance has seen a significant increase in client work compared to any previous year of operation. The performance throughout the reporting period has been exceptional, aligning with the achievement of our business plan objectives on all fronts.

During this time, we continued to strengthen our core services and expand our client base, while simultaneously innovating and providing new solutions across various clients and sectors. We have strengthened our team by continuously recruiting skilled staff and have in return achieved our turnover targets. As of October 2025 we have proudly joined the Celnor group. To address the impact of high inflation rates, we continued to pay an end-of-year bonus to all staff. Furthermore, we have invested in the company by:

- Joining Celnor in October 2025
- Securing a further research and development grant
- Acquiring new IT equipment, including laptops made out of recycled materials
- Prioritising staff training and development.
- Undertaking additional recruitment beyond the initial business plan.
- Supporting staff welfare and organising social events.

These strategic investments and recognitions reflect Envance's commitment to growth, excellence, and employee well-being.



Carbon Reporting

Envance became a signatory of the Pledge to Net Zero in 2021. We applied their guidance to assess our carbon footprint and set Science Based Targets for reducing carbon emissions. This guidance is provided to assist signatories in disclosing their greenhouse gas emissions publicly.

In accordance with the guidelines, where direct measurement of emissions is not feasible (such as vehicle emissions or energy supply for our office managed by the landlord) we have relied on estimations using the most up-to-date GHG reporting conversion factors.

For each source's carbon emission measurement or estimation, we have used the most reliable data available to us, in conjunction with carbon conversion factors. Our aim was to provide the most accurate readings at the time of reporting.

Certain elements have been excluded from this report, including carbon content of office supplies, such as laptops or printers, and general office waste. Although the carbon emissions associated with these activities are not measured within this report, we actively consider ways to minimise and mitigate the environmental impact in these areas e.g. by buying recycled paper and office furniture and low energy appliances where possible.

As a signatory to the Pledge to Net Zero Envance made the following commitments:

1. Set and commit to deliver a greenhouse gas target in line with either a 1.5°C (encouraged) or well below 2°C climate change scenario – covering buildings and travel as a minimum.
2. Publicly report greenhouse gas emissions and progress against this target each year.
3. Publish one piece of research/thought-leadership each year on practical steps to delivering an economy in line with climate science and in support of net zero carbon.



How and What We Report

Reporting period: 07 April 2025 – 06 April 2026

Organisational boundary: Operational control approach

Operational Scopes

Our Science Based Targets commit us to reducing our GHG emissions by 2.5% each year per full time equivalent (FTE) from our 2021 baseline emissions.

Envance does not generate primary or direct GHG emissions that fall under scope 1 emissions. As a result, the calculation of scope 1 emissions is not included in this report.

We have measured and reported our scope 2 and 3 emissions:

Scope 2: Indirect GHG emissions from the generation of acquired electricity, heating or cooling.

Scope 3: All indirect emissions (not included in scope 2) that occur as a result of our activities but are not owned or controlled by the company.

We have measured our scope 2 and 3 GHG emissions in the following areas:

- **Buildings:** office electricity supply; and
- **Transport:** employee personal and business commuting
- **Working from home (WFH)**
- **Hotel stays**
- **Transmission and distribution losses from electricity supply**

Our office is situated in a leased building that is shared with one our tenant. To estimate the office electricity supply, manual meter readings were provided by the landlord, allowing us to calculate the usage for the operational year.

Unfortunately, detailed information regarding the electricity supplier or the building's electricity bill was not accessible from the landlord. Likewise, we were unable to obtain information regarding the waste disposal contractors employed by the building.

Envance records all business trips, including the total mileage covered. This information serves as the basis for calculating our reported transport emissions. Additionally, we consider personal employee address and vehicle details to accurately calculate commuting emissions.

As an SME, Envance has the capacity to record each day an employee works remotely from their home. Unlike previous versions of this report Envance has calculated and included WFH emissions in this report.



Our Target

In accordance with the Pledge to Net Zero guidance, Envance has adopted a science-based reduction target in line with the 1.5oC scenario as part of the Paris Agreement.

Envance is a young and growing business. To provide context of this and our carbon emission improvements, the following intensity ratio has been adopted:

Carbon emissions per full time equivalent (FTE)

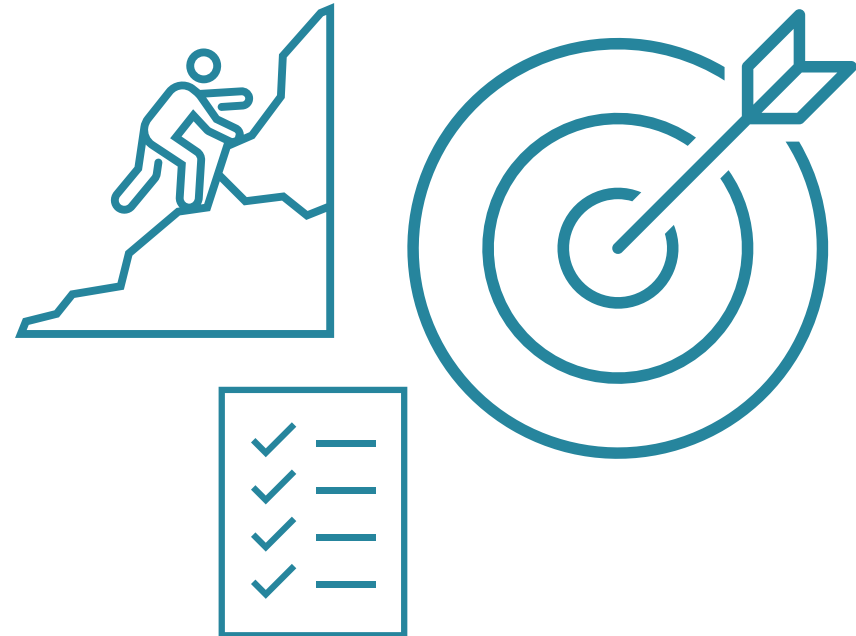
An intensity ratio is considered appropriate as Envance is a recently formed company and any target adopted must consider any anticipated organic growth of the company (e.g. hiring staff).

At the beginning of the reporting period on April 7, 2025, Envance had 16 FTE staff members. By the end of the period on April 6 2026, Envance hired more FTE staff members bringing total FTE to 25. The fractional FTE value is used to accommodate individuals who worked only for a portion of the reporting period, including new hires and departures.

Therefore, Envance has committed to:

A minimum of 2.5 % reduction in carbon emissions each year per full time equivalent (FTE) to achieve a ~12% reduction in scope 2 and 3 emissions by 2029

Envance employs 25 FTE staff at the end of this reporting period, April 2026. In alignment with our goal to decrease emissions by 2.5% per FTE, the target for this 2025/26 reporting period was less than 1,547.94 kgCO₂e per FTE.



Our Emissions - Part 1

In the period between 7 April 2025 to 6 April 2026, Envance produced 57,561.85 kg CO₂e. This figure is broken down into Scope 2 and 3 emissions in Table 1.

Table 1. 7 April 2025 to 6 April 2026 Carbon Emissions Breakdown

	Source	Carbon Emissions (kg CO ₂ e)
Scope 2	Office electricity supply (location-based)	1,788.25
	Office electricity supply (market-based)	3,590.71
Scope 3	Personal commuting	11578.46
	Business commuting	31,631.13
	Working from home	4,513.00
	Hotel stays	4,279.00
	T&D losses from electricity supply	181.30
	Total Carbon Emissions	57,561.85
	Total Carbon Emissions per FTE (25)	2302.474

*Per-FTE figure based on 25 FTE staff at the end of the reporting period (6 April 2026), in line with the rebaselined Science Based Target methodology. Total uses market-based Scope 2; location-based shown for reference only.

Key highlights from this reporting period are as follows:

- Envance generated a total of 57,561.85 Kg CO₂e between April 7 2025 and April 6, 2026.
- The staff at Envance increased from 16 FTE to 25 FTE during this reporting period.
- Emissions from working from home and hotel stays both increased as we hired a higher number of remote workers and surveys required an increased amount of accommodation bookings.
- Scope 3 emissions, representing 90.7% of our total, are primarily attributed to business commuting.
- Envance surpassed its forecasted total carbon emissions made at the end of the 2024/2025 reporting period; however, on a per-FTE basis emissions reduced and the 1.5°C-aligned per-FTE target was met.



Our Emissions - Part 2



While total emissions surpassed this forecast, reaching 57,561.85 Kg CO₂e during this period, the per-FTE intensity of 2302.47 kg CO₂e per FTE was above our 1,547.94 kg CO₂e per FTE target, meaning the 1.5°C-aligned per-FTE target was not achieved.

The majority of these emissions, can be attributed to business commuting during the ecological season with the increase FTE from 16 to 25. Envance anticipates that business commuting will remain the primary contributor to Scope 3 emissions due to the ecological season and the impracticality of adopting low-carbon transport for visits to remote sites. This limitation is shared by the financial impracticality of hiring private electric vehicles.

Other historical contributors to Envance's overall carbon emissions include the move to a larger office space in June 2024 resulting in a slightly higher office electricity rate.



Offsetting Certificate



A SBTi Target...



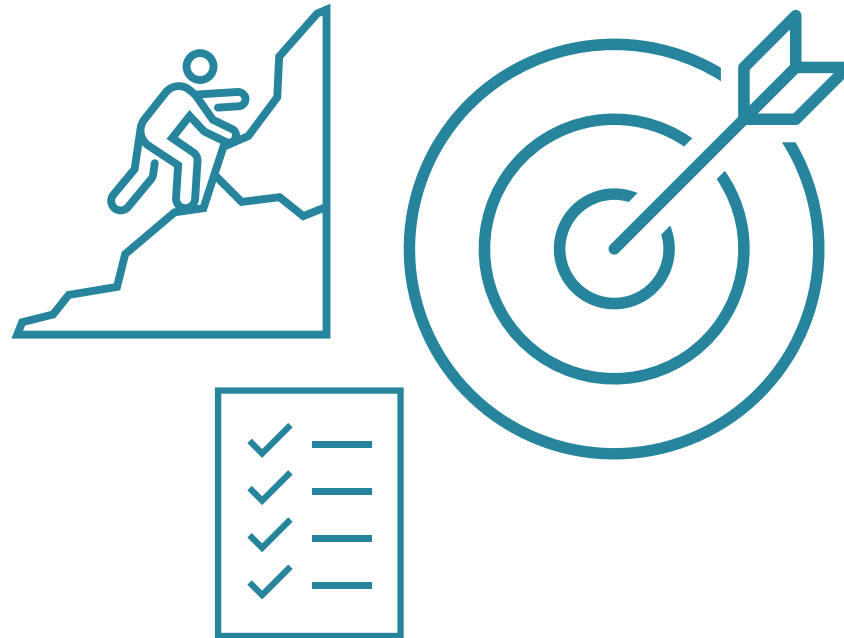
We have adopted a forward-thinking approach, particularly in response to significant growth or operational changes within our organisation.

This strategic decision empowers us to set targets that align with our current and forecast size and workload. Therefore, Envance, based on 2023/2024 emissions, is committed to achieving:

“a minimum 2.5% reduction in carbon emissions per FTE staff annually, with the overarching goal of realising a ~12% reduction in scope 2 and 3 emissions by 2029.”

Looking ahead, our target forecast at the conclusion of the 2025/2026 carbon reporting period remains to cap our carbon emissions at less than 1547.94 Kg CO₂e per FTE.

We are mindful of potential challenges tied to a growing workload and expanding projects, and we remain committed to navigating these challenges while advancing our sustainability goals.



Looking forward...



Envance obtained ISO9001, 14001, and 45001 certifications, emphasising the importance of organisations assessing energy usage and implementing measures to enhance efficiency by reducing carbon consumption and contributing to green initiatives.

In June 2024 Envance moved offices to a more central location, resulting in reduction of office commute mileage for most office-based employees.

Envance is not only recruiting office-based staff but is employing a growing number of fully remote workers. This does not only cut the mileage related to office commutes but also offers higher flexibility regarding the scheduling of surveys which can be allocated to the staff member located closest to the client site (aiming to ultimately reduce the business mileage rate).

Next steps

- In May 2026, Envance acquired two petrol vans for ecologists to use to drive to site instead of their personal vehicles.
- Our dedication to decreasing carbon emissions involves taking the following initiatives:
- Perpetual promotion of the Bike2Work scheme and fostering car-sharing practices among employees.
- Sustained sourcing of office equipment from certified low-carbon suppliers, such as Carbon Trust or Energy Star.
- Actively seeking out additional opportunities to further minimise our carbon footprint.
- Allocating surveys to the closest staff member and encouraging car sharing



Historic Carbon Emissions



All carbon emissions are in (kg CO2e). 2025/26 uses market-based Scope 2 only.

	Source	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026
		(5 FTE staff)	(9 FTE staff)	(12 FTE staff)	(16 FTE staff)	(25 FTE staff)
Scope 2	Office electricity supply (location-based)	993.7	1,691.69	1,673.09	1,731.80	1,788.25
	Office electricity supply (market-based)	1783.08	3,070.55	2,866.60	3,477.30	3,590.71
Scope 3	Personal commuting	1870.01	1,569.13	1,973.72	3178.3	11578.46
	Business commuting	2649.79	4,621.49	8,398.77	11,718.40	31,631.13
	Working from home	Not calculated	Not calculated	2,180.82	3,979.00	4,513.00
	Hotel stays	Not calculated	Not calculated	886.8	2,455.60	4,279.00
	T&D losses from electricity supply	87.94	247.4	144.73	181.6	181.30
	Total Carbon Emissions	7384.52	11,200.26	18,124.53	24990.2	57,561.85
	Total Carbon Emissions per FTE	1476.9	1,244.47	1587.63	1561.8875	2302.474

**PLEDGE
TO NET
ZERO**