Sustainability Report

Pro Enviro Ltd - Reporting Year 2025

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Publication date: May 2026

A Message from Our Managing Director

In October 2025, two independent bodies examined our decarbonisation strategy, the culmination of work we first scoped against both frameworks in 2023. The Science Based Targets initiative approved our near-term targets: a 46.2% reduction in absolute Scope 1 and Scope 2 emissions by 2030 against our 2019 baseline, and net-zero across the value chain by 2035. In the same month, we were certified as a B Corporation, with a verified B Impact Assessment score of 93.2, exceeding the passing threshold of 80.

The figures they examined show that the combined Scope 1 and Scope 2 emissions are down 90.6% against 2019, from 23.18 to 2.19 tCO_2e. Our total carbon footprint for Scope 1, 2 & 3 fell 14.4% to 57.23 tCO_2e, the lowest recorded in any year unaffected by pandemic restrictions. Emissions per employee stand at 2.29 tCO_2e, less than half the 2023 figure, achieved while the team grew to 25.

Scope 3 is now 96% of our footprint and effectively the whole of the remaining emissions. It fell this year to 55.04 tCO_2e, largely because better travel data replaced average emissions factors with actual fuel types. That is a gain in measurement rather than abatement, and the distinction is necessary.

The residual Scope 2 emissions now have an end date. A REGO-backed renewable electricity contract began in February 2026 and will remove Scope 2 emissions four years ahead of our 2030 target.

Nersi Salehi, Managing Director

Beyond our own footprint, this was the year our regional work broadened: the Business Energy Advice Service across the West Midlands phase 2, Industrial Decarbonisation Northern Ireland for Invest Northern Ireland, Industrial Cluster Decarbonisation with Worcester City Council, and energy efficiency programmes with Worcestershire and Staffordshire County Councils. The Black Country Industrial Cluster, which I am a founding member of also received the

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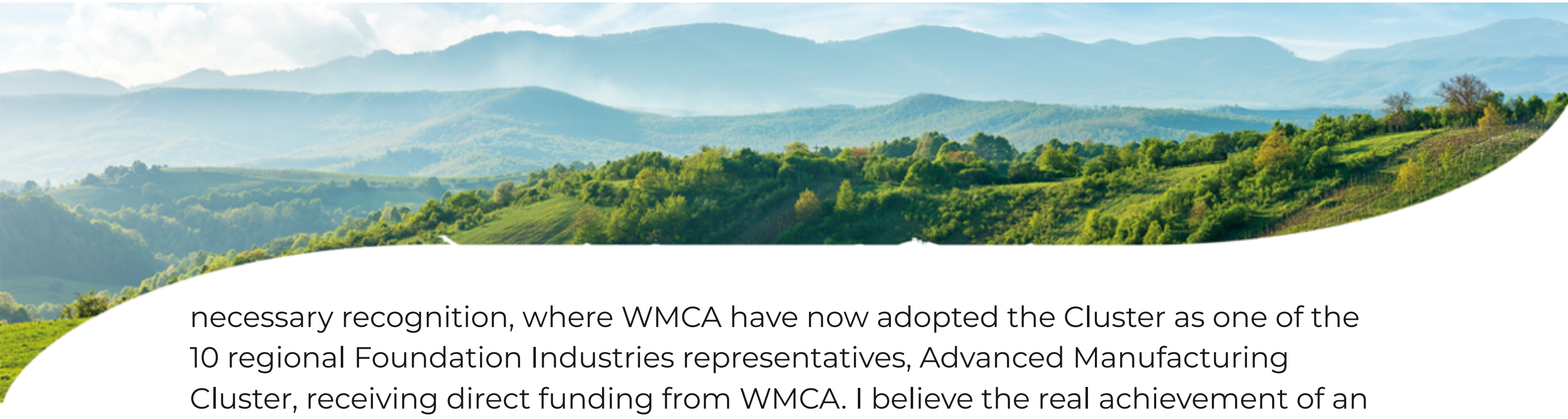

necessary recognition, where WMCA have now adopted the Cluster as one of the 10 regional Foundation Industries representatives, Advanced Manufacturing Cluster, receiving direct funding from WMCA. I believe the real achievement of an industrial decarbonisation consultancy's success should be measured by how it positively affects the regional and national policies to accelerate industrial decarbonisation.

Who We Are

Pro Enviro is a specialist energy efficiency, process optimisation and carbon emissions abatement consultancy based in the Midlands. For the past 30+ years, we have delivered decarbonisation solutions to the energy-intensive sectors of the UK economy and are known for innovative thinking applied to complex process optimisation and decarbonisation challenges.

We continue to develop carbon accounting and Knowledge Sharing Platforms used to meet regulatory reporting requirements such as the Carbon Border Adjustment Mechanism (CBAM), Streamlined Energy and Carbon Reporting (SECR) and Carbon Reduction Plans (CRP), and delivered the Business Energy Advice Service (BEAS), a Department for Energy Security and Net Zero programme delivered with the West Midlands Combined Authority, providing tailored low- and net-zero carbon strategies and up to £12,700,000 of deployment funding to businesses across the West Midlands.

Our team of consultants, data analysts and systems developers is led by Managing Director Nersi Salehi, who has more than 30 years of experience in process optimisation, energy efficiency and decarbonisation strategy for energy-intensive sectors.

Our Mission, Vision and Values

Mission

To be a recognisable force in driving sustainable industrial growth by positively influencing policymakers and organisations to adopt the principles of minimising resource consumption, process optimisation and decarbonisation on the journey to net-zero.

Vision

To accelerate the transition of the UK economy to net-zero carbon in line with the Government's commitment under the Paris Agreement to limit global warming

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to 1.5°C, by developing energy and resource efficiency strategies for energy-intensive organisations and their supply chains.

Values

The Earth's natural resources are finite, and there is no Planet B. Stewardship of the planet, and ensuring future generations are not left resource-poor by our generation's consumption, sits at the core of our value system. We believe sustainable growth is achieved through process optimisation, energy efficiency, renewable power, and the reuse and recycling of resources and that our own sustainable growth is directly dependent on how well we support sustainable growth at our clients' operations.

Business Ethics and Governance

Business ethics is embedded in every step of our decarbonisation journey. We not only integrated the eleven ethical principles into our value system: honesty, fairness, leadership, integrity, compassion, respect, responsibility, loyalty, law-abidance, transparency and environmental stewardship, but we also emulate them in our daily operation.

We hold ourselves and our suppliers to consistent standards on human rights and require materials in our supply chain to be ethically and responsibly sourced. In recruitment and throughout employment, we follow the Equal Opportunities and Equality Act, ensuring equal opportunity and fair pay for all employees.

Meeting the carbon reduction targets set by the Government and industry standards is a firm priority in our operations, and financial investment in sustainable technologies remains a key focus of our business development.

Sustainability Governance

This report has been prepared and reviewed by the Pro Enviro management team, led by Managing Director Nersi Salehi, who is responsible for the company's sustainability strategy and annual review.

Tamaryn Jacobs is our Sustainability Lead, with day-to-day responsibility for our carbon accounting, emissions reporting and progress against our science-based targets, B Corp certification and UN Global Compact commitments.

As our sustainability reporting matures, we intend to formalise a dedicated internal review cadence, including a defined schedule for reviewing progress against our carbon reduction and wider ESG commitments to strengthen

accountability as the business grows. This is to keep on track with the UN Global Compact, B Corp, and SBTi required reporting.

Environmental Performance in 2025

Pro Enviro Ltd commits to reaching net-zero across the value chain by 2035. As part of this, we commit to reducing absolute Scope 1 and Scope 2 GHG emissions by 46.2% by 2030, and to reducing absolute Scope 1+2 by 100% and Scope 3 by 90% by 2035, from a 2019 base year.

Baseline Year: 2019

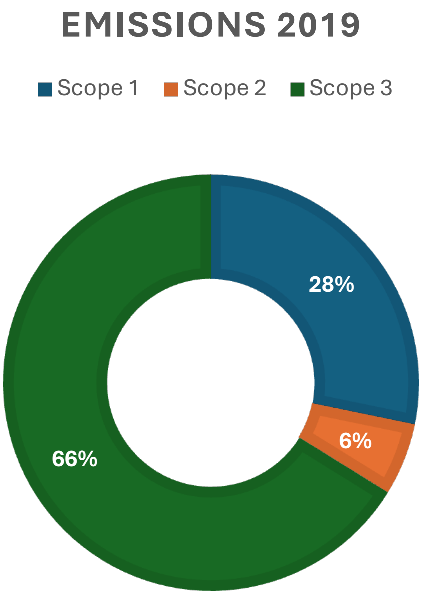
2019 was selected as our baseline year as it is the first full year for which a complete Scope 1, Scope 2 and Scope 3 inventory was available. It is also the year before the pandemic, which prevented us from selecting a baseline year more closely. Choosing a pre-pandemic year matters: 2019 reflects a normal year of unrestricted operations and business travel, making it a representative reference point rather than one distorted by the temporary reductions recorded in 2020 and 2021. As our fixed base year, 2019 is the point against which all our science-based targets are measured and, under SBTi rules, remains unchanged for the duration of the target period, so a complete and stable inventory for that year underpins the credibility of every reduction we report.

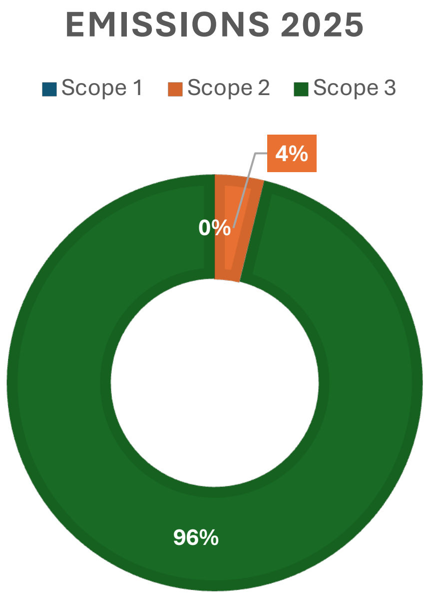
Reporting Year: 2025

Emissions Outside of Scopes for 2025 were 1.42 tCO_2e. Under the GHG Protocol, these are emissions that fall outside the Scope 1, 2 and 3 boundaries and are reported separately for transparency rather than counted towards our reduction targets. We have quantified them as a distinct line since 2021; earlier years were not separately measured.

Emissions by scope: 2019 baseline vs 2025

EMISSIONS (tCO_2e)	2019 BASELINE	2025 REPORTING YEAR
Scope 1	19.35	0.00
Scope 2	3.83	2.19
Scope 3	43.65	55.04
Total	66.83	57.23





Emissions Reduction Targets

Our science-based target is a 46.2% reduction in Scope 1 and Scope 2 emissions by 2030 against our 2019 baseline, and to measure and reduce our Scope 3 emissions. Against the 2019 baseline of 23.18 tCO_2e, combined Scope 1 and Scope 2 emissions in 2025 were 2.19 tCO_2e, a reduction of 90.6%. Scope 1 emissions reached zero in 2024 and have been maintained at zero through 2025.

Total reported emissions across Scopes 1, 2 and 3 fell from 66.83 tCO_2e in 2019 to 57.23 tCO_2e in 2025, a reduction of 14.4%. We have also committed to reaching net-zero across the value chain by 2035, reducing absolute Scope 1 and Scope 2 GHG emissions by 100% and absolute Scope 3 GHG emissions by 90% from a 2019 base year.

Scope 3 remains our largest source of emissions, accounting for 55.04 tCO_2e (96.2%) of the 2025 total, and is the focus of our next phase of work. Our Scope 1, Scope 2 and Scope 3 inventories are complete, have covered the full value chain since our 2019 baseline year, and are updated annually as part of our ongoing reporting cycle.

Year-on-Year Progression

The table below sets out our complete emissions history from the 2019 baseline to the current reporting year. We publish the full series rather than a single baseline

comparison because the shape of the trend carries more information than any individual year's total.

Emissions by scope, 2019 to 2025

YEAR	SCOPE 1	SCOPE 2	SCOPE 3	OUTSIDE SCOPES	TOTAL (1-3)
2019 (base)	19.35	3.83	43.65	—	66.83
2020	7.79	3.30	39.20	—	50.29
2021	5.43	3.52	48.04	1.77	56.99
2022	7.93	1.94	71.99	1.15	81.86
2023	2.95	2.79	61.31	1.55	67.05
2024	0.00	2.22	69.75	1.23	71.97
2025	0.00	2.19	55.04	1.42	57.23

All figures in tonnes of CO2e, calculated using our Carbon Footprinting, Accounting and Reporting (CFAR) platform and DESNZ conversion factors. Emissions outside of scopes were not separately quantified before 2021.

Reading the trend

Scope 1 has fallen from 19.35 tCO2e in 2019 to zero, following the electrification of office heating and hot water and the completion of the company vehicle transition. We hold no remaining direct combustion sources.

Scope 2 has remained comparatively stable, ranging from 1.94 to 3.83 tCO2e over the period. Our office estate is small and already served by 11.6 kWp of on-site solar generation and LED lighting with occupancy controls, so the residual figure reflects grid electricity consumption rather than any absence of efficiency measures.

Total emissions do not fall in a straight line, and no single year should be read in isolation. The reductions recorded in 2020 and 2021 were largely a consequence of pandemic restrictions on business travel rather than structural change, and the increase in 2022 reflects both the return of normal client site visits and a significant improvement in the quality of the data underlying our Scope 3 inventory. Our Scope 3 inventory has covered the full value chain since our 2019 baseline.

Our 2025 total of 57.23 tCO2e is 14.4% below the 2019 baseline and the lowest recorded in any year unaffected by pandemic restrictions. Combined Scope 1 and Scope 2 emissions stand at 2.19 tCO2e, 90.6% below baseline and comfortably ahead of our validated target of a 46.2% reduction in these two scopes by 2030. Our 2035 net-zero commitment is more demanding, requiring a 100% reduction in absolute Scope 1 and Scope 2 emissions and a 90% reduction in absolute Scope 3 emissions; measured against all-scope goals, our total reduction to date stands at 14.4%, with Scope 3 the focus of the remaining effort.

Scope 3 fell from 69.75 tCO_2e in 2024 to 55.04 tCO_2e in 2025 and now accounts for 96.2% of our total footprint. The reduction is principally attributable to improved business travel data, which replaced average emissions factors with actual fuel types for each mile travelled. This reflects improved measurement precision rather than an actual fall in travel activity, which remained high through our delivery of BEAS Phase 2. Running from April 2025 to March 2026, the programme required extensive on-site energy assessments across the West Midlands and kept consultant business mileage elevated during the reporting year.

Emissions intensity

Absolute emissions are the measure against which our targets are set, but they do not account for the growth of the business. The table below normalises total emissions by headcount as at 30 April each year.

YEAR	TOTAL (tCO_2e)	EMPLOYEES	tCO_2e PER EMPLOYEE
2023	67.05	14	4.79
2024	71.97	22	3.27
2025	57.23	25	2.29

Emissions per employee have fallen from 4.79 tCO_2e in 2023 to 2.29 tCO_2e in 2025, a reduction of 52%, achieved while the team grew from 14 people to 25 in the same time period.

Carbon Reduction Initiatives Completed in 2025

- Completed the full transition of the company vehicle fleet away from petrol and diesel vehicles, taking Scope 1 emissions from 19.35 tCO_2e in 2019 to zero from 2024 onwards.
- Making use of our Carbon Footprinting Accounting and Reporting (CFAR) platform for ongoing, accurate emissions data collection and analysis.
- Started development of the next version of our Energy and Carbon portal that is launched in 2026.
- Applied process optimisation and energy efficiency measures to our own operations, drawing on the same methodology we deliver for energy-intensive industrial clients.
- Delivered energy audits for 564 businesses across the West Midlands under BEAS Phase 2, identifying over £11.6 million in potential annual savings and

23,700 tCO2e of carbon reduction and extending our impact well beyond our own footprint.

- Maintained annual Scope 1 and Scope 2 reporting and continued to refine the Scope 3 inventory. Recording fuel type for each mile of business travel, in place of a fleet average, reduced measured Scope 3 emissions from 69.75 tCO2e in 2024 to 55.04 tCO2e in 2025.
- Maintained our commitment to the UN Global Compact, a signatory since 2023.
- Certified as a B Corporation on 10 October 2025 with a verified B Impact Assessment score of 93.2, against a passing threshold of 80.
- Received Science Based Targets initiative (SBTi) approval of our near-term targets.
- Secured a REGO-backed renewable electricity contract commencing February 2026, eliminating residual Scope 2 emissions ahead of the 2030 target. Allowing us to report zero emissions at market base emissions while we continue to work on reducing our location-based emissions.

Looking Ahead

- Scope 3 remains the focus of our next phase of work. Our priorities for 2026 and beyond include launching a supplier engagement programme to extend carbon reduction requirements through our supply chain, our largest remaining source of emissions.
- Tracking our energy emissions on both a market-based and location-based reporting.
- Beginning to record our solar generation as part of our energy consumption reporting.
- Acting on feedback from our first Staff DEI Survey, including greater representation of women in senior roles and more flexibility around key cultural festivals.
- Maintaining our B Corp and SBTi accreditations through their ongoing review and recertification cycles.

Climate-Related Risks and Opportunities

Alongside our own decarbonisation programme, we consider the wider risks and opportunities that climate change and the transition to net-zero present to our business.

Key Risks

- Rising energy costs and future carbon pricing, which we mitigate through our fully electric vehicle fleet, achieved in 2024, and in-house solar generation and procurement of 100% green energy.
- Increasing client and regulatory expectations for supply chain carbon transparency (including CBAM, ESOS and SECR), which we address through the carbon accounting and reporting platforms we develop for both our own use and our clients.
- Reputational risk from slower-than-expected progress toward external accreditation, which we have addressed by achieving both B Corp and SBTi accreditation in 2025.

Key Opportunities

- Growing client demand for decarbonisation consultancy as businesses face their own net-zero, CBAM, ESOS and SECR obligations, a core driver of our Carbon Reduction Plan service lines.
- Access to Government and Innovate UK funding programmes for energy efficiency and decarbonisation support, building on our track record delivering BEAS, Worcester Industrial Cluster Decarbonisation and Repowering the Black Country.
- Strengthened credibility with public sector and corporate clients through our UN Global Compact membership and our 2025 B Corp and SBTi accreditation, supporting new business in their decarbonisation journey and provide financial support to clients through government-funded programmes.

Energy Policy and Infrastructure

Our energy policy is the cornerstone of our decarbonisation strategy and an integral part of the wider business strategy. Our offices continue to be powered in part by 11.6kWp of in-house solar generation, heated and cooled using air source heat pumps. From February 2026, a REGO-backed renewable electricity contract will cover our residual grid electricity use, eliminating the remaining Scope 2 emissions at a market-based assessment ahead of our 2030 target.

Our company vehicle fleet has been fully electric since 2024. We maintain EV charging points to support employees and clients. Rigorous route planning minimises total mileage for consultants attending site visits, and home working is supported to reduce unnecessary travel.

Social Responsibility and Community

Sustainable Development Goals

Since adopting the UN Sustainable Development Goals into our company policy in 2021, we have prioritised the following goals:

SDG 13 – Climate Action

Our Vision commits Pro Enviro to accelerating the UK's transition to net-zero carbon in line with the Paris Agreement's 1.5°C target. The delivery of government-backed decarbonisation programmes such as BEAS, the Worcester Industrial Cluster Decarbonisation (WICD) programme, Industrial Decarbonisation for Northern Ireland (IDNI) and Repowering the Black Country provided additional support to our clients in their decarbonisation journey and created further motivation in realising this vision.

Pro Enviro was contracted as the specialist Energy Management and Decarbonisation Consultant delivering both Standard and Energy-Intensive site reviews under BEAS across the West Midlands Combined Authority and the wider West Midlands. Across BEAS Phase 2, we completed energy audits of 564 businesses, 440 in the standard stream and 124 energy-intensive sites, identifying more than £11.6 million in potential annual savings and 23,700 tCO_2e of carbon reduction, alongside access to up to £100,000 in match-funded deployment grants per business. This makes it one of the most concrete, large-scale examples of our translating our net-zero mission into direct climate impact across an entire business population, not just within our own operations.

SDG 12 – Responsible Consumption and Production

We use micro-metering of energy-intensive equipment and a software programme called SEE Change to help businesses use energy efficiently rather than wastefully, by providing them with a half-hourly view of energy consumption on each energy intensive item of plant and flag up any anomalies, directly in service of Goal 12. Supporting evidence includes:

- Use of the CFAR (Carbon Footprinting, Accounting and Reporting) tool to accurately measure and manage Scope 1, 2 and 3 emissions.
- Our Measurement & Monitoring service line (aM&T, and carbon footprinting), which is essentially Goal 12 packaged which supports our energy efficiency and process optimisation of our clients' manufacturing activities.

SDG 17 – Partnerships for the Goals

A core part of our mission is working alongside government bodies, local authorities and companies to help all parties reduce emissions.

- We work in close partnership with government departments, Innovate UK, local authorities and leading universities to support UK industrial decarbonisation.
- As a signatory to the UN Global Compact, we align our own principles with the Ten Principles that underpin delivery of the SDGs.

In addition to the top three goals identified above, we would like to note that our Fair Pay above the National Minimum Wage supports Goals 1, 5, and 10, and our health and safety approach supports Goal 3.

UN Global Compact

Pro Enviro has been a signatory to the UN Global Compact since 2023, committing to its Ten Principles, which cover human rights, labour, the environment, and anti-corruption. These commitments remain embedded in our business ethics and supply chain expectations. We have also signed up to Forward Faster, the UN Global Compact's initiative calling on participating companies to set measurable, ambitious targets across five priority areas: climate action, gender equality, living wage, water resilience, and finance and investment and to report on progress against them annually through the UN Global Compact's digital platform.

Our People and Community

We support staff wellbeing through a health and safety approach based on sensible risk management, a positive workplace atmosphere and regular breaks. All staff members are offered a company gym membership, as physical health is just as important to us as mental health. Our EV scheme provides financial support and free charging for employees with electric vehicles. Staff also take part in community initiatives, including weekly volunteering at a local food bank and litter-picking events with local clients. Pro Enviro provides annual support funding of £3000, sponsoring some of the projects and activities of Rugby Autistic Network.

BEAS Phase 2: Community Impact

Phase 1 of the Business Energy Advice Service (BEAS), a Department for Energy Security and Net Zero programme delivered with the West Midlands Combined Authority, ran between October 2023 and March 2025 and provided 2,524 free energy assessments to businesses across the region, including 147 energy-intensive site reviews, of which Pro Enviro delivered 1,190 energy efficiency and decarbonisation reviews. Following its success, the programme was extended into a second phase, which concluded in March 2026, targeting a further 1,300 assessments, including 170 energy-intensive reviews, and provided up to £10 million in match-funded grants.

As one of the scheme's delivery partners, we provided free, on-site energy assessments and supported access to match funding of between £1,000 and £100,000 for businesses across the West Midlands Combined Authority and the broader West Midlands area. For the small and medium-sized businesses we worked with, this support has translated into lower energy costs, protected jobs and investment in practical decarbonisation measures such as LED lighting, machinery upgrades and replacement, improved equipment, heat pumps and solar PV, helping strengthen the resilience of the wider regional business community as it moves toward net-zero. Across Phase 2, we completed 564 of these audits, 440 for standard-stream SMEs and 124 for energy-intensive sites, identifying average annual savings of around £12,300 for a typical standard-stream business and £60,600 for an energy-intensive site. The largest opportunities for standard-stream SMEs lie in building services such as lighting, heating and controls, while for energy-intensive manufacturers, the biggest gains came from upgrading production plant and their ancillary equipment.

People Metrics

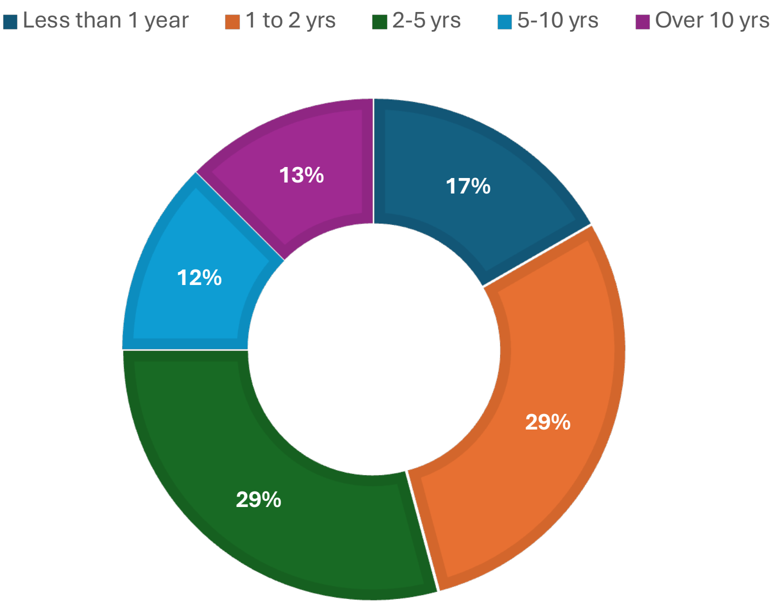
We are working to expand the people-related metrics we disclose in future reports. The table below sets out our headline workforce metrics for 2025, and the chart below sets out the breakdown of employee length of service. In August 2025, we also ran our first Staff DEI Survey, the results of which are set out below.

TOTAL HEADCOUNT	Net Headcount Change	HEALTH & SAFETY
25	**+ 3**	**No incidents to report**

Gender balance, 2025

The gender balance and average length of service figures below are reported as of 30 April each year, in line with our HR reporting cycle.

Employee length of service:



Staff DEI Survey

In August 2025, we ran our first Staff DEI Survey, inviting all employees to share their views on belonging, equity and inclusion at Pro Enviro. Of 25 employees invited, 22 responded, an 88% response rate.

- **Belonging & Inclusion:** 91% said they always feel respected, valued and included at work regardless of background or identity, with the remaining 9% saying often.

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- **Equity in Opportunity:** 68% strongly agreed that opportunities for advancement and development are distributed fairly, 27% agreed, and 5% were neutral.
- **Diversity Awareness:** 64% said the organisation recognises and celebrates diversity very effectively, 23% somewhat effectively and 13% were neutral.
- **Support & Resources:** 91% said they feel completely supported raising concerns about bias, discrimination or unfair treatment, with the remaining 9% saying to some extent.
- **Feedback & Improvement:** When asked what one action would most improve diversity, equity and inclusion, staff most frequently called for more regular, informal discussion sessions on EDI topics, greater representation of women in senior roles, and continued recognition of cultural diversity, including flexibility around key cultural festivals**.**
- **Advocacy**: 91% said they would recommend a career at Pro Enviro to a friend.

Staff DEI Survey Results – 25 participants

August 2025

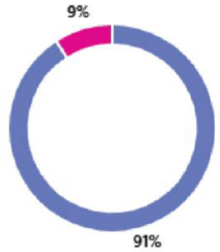
Responses

22

1. **Belonging & Inclusion**

Do you feel respected, valued, and included at work, regardless of your background or identity?

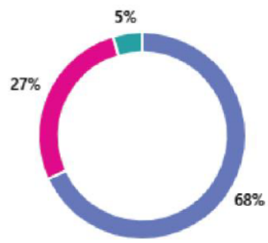
Yes, always	20
Often	2
Sometimes	0
Rarely	0
Never	0



2. **Equity in Opportunity**

Do you believe that opportunities for advancement and development are distributed fairly within the organisation?

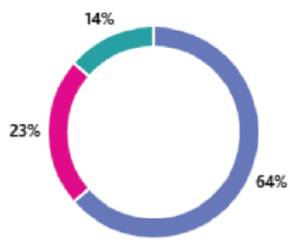
Strongly agree	15
Agree	6
Neutral	1
Disagree	0
Strongly disagree	0



3. **Diversity Awareness**

How effectively does the organisation recognise and celebrate diversity (e.g., race, gender, age, disability, sexual orientation, etc.)?

Very effectively	14
Somewhat effectively	5
Neutral	3
Not very effectively	0
Not at all effectively	0



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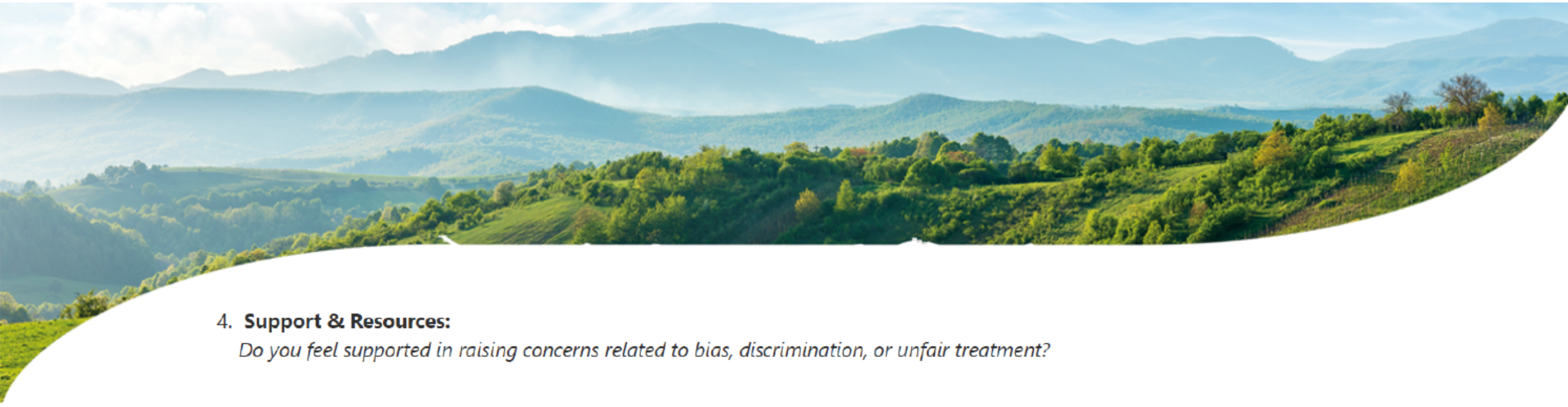

4. **Support & Resources:**

Do you feel supported in raising concerns related to bias, discrimination, or unfair treatment?

5. **Feedback & Improvement:**

What one action do you believe the organisation could take to improve diversity, equity, and inclusion?

6. Would you recommend a career at Pro Enviro to a friend?

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External Recognition

In October 2025, Pro Enviro received accreditation to both the Science Based Targets initiative (SBTi) and B Corp, following applications submitted after two years of scoping our reporting frameworks against these standards. Our B Corp certification, effective 10 October 2025, carries a verified B Impact Assessment score of 93.2, exceeding the passing threshold of 80. These accreditations formally recognise the standard of our own decarbonisation strategy and wider environmental, social and governance practices. Alongside these, we hold ISO 9001 certification for quality management and Cyber Essentials certification for cybersecurity, independent standards that underpin how we run our business and safeguard the data we handle for our clients.

Closing Statement

2025 was a defining year for Pro Enviro's sustainability credentials, achieving B Corp and SBTi accreditation, securing a REGO-backed renewable electricity contract, and reducing total emissions by 14.4% against our 2019 baseline. We have already achieved one of our science-based targets of a 46.2% reduction in Scope 1 and Scope 2 emissions by 2030 and are on target to achieve net-zero across the value chain by 2035 and to report our progress transparently to clients, partners and the wider stakeholder communities in which we operate. We thank our staff, clients and delivery partners for their continued support. This report has been reviewed by the Pro Enviro management team and will be updated annually to track our progress toward developing a sustainable, innovative, ethical and growing consultancy operation.

Approved on behalf of Pro Enviro Ltd:

Nersi Salehi,

Managing Director

Pro Enviro
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Certified B Corporation

bsi ISO 9001 Quality Management Systems CERTIFIED

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

WE SUPPORT UN GLOBAL COMPACT