

# Impact Report

NOVEMBER 2024

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# Our Mission

To help the world become a better place to live without fear of climate change, biodiversity loss, environmental degradation or social injustice.

# Leadership Letter

Carbonbit is a specialist sustainability advisory firm, based in Lancashire and supporting clients across the UK, Europe and North America.

Our journey centres on one key challenge: staying ahead of the ever-evolving landscape of sustainability regulations and frameworks. By doing so, we consistently deliver client - focused, practical advisory services that help them define and meet their own sustainability objectives.

As I reflect on the last 12 months, I am proud of how we have maintained our high standards. For us to do this consistently requires vigilance, robust controls, hard work, continual learning and creativity, all guided by our core values and led by our exceptional team. We celebrate all our positive contributions to our clients' sustainability journeys, no matter how small.

Looking ahead, we are committed to further expanding our services and deepening our expertise to meet the evolving needs of our clients and stakeholders. The coming year presents a significant opportunity for us all to make a difference in our sustainability journeys and we are ready to embrace it with the same passion, zeal and willingness to go the extra mile that define all our engagements.

Philip Hargreaves

Founder and CEO



# Carbonbit and the SDGs

At Carbonbit, we are committed to living the United Nations' Sustainable Development Goals (SDGs) as a core part of our mission.

At the heart of our business are **Climate Action (SDG 13)** and **Responsible Consumption and Production (SDG 12)**. These goals drive our efforts to combat climate change and integrate social and environmental performance into every aspect of our decision-making.

We are also proud of our progress we have made across other key SDGs, demonstrating our holistic approach to sustainability and responsibility.

**Good Health and Well-being (SDG 3):** We provide our employees with comprehensive healthcare coverage and subsidised gym membership.

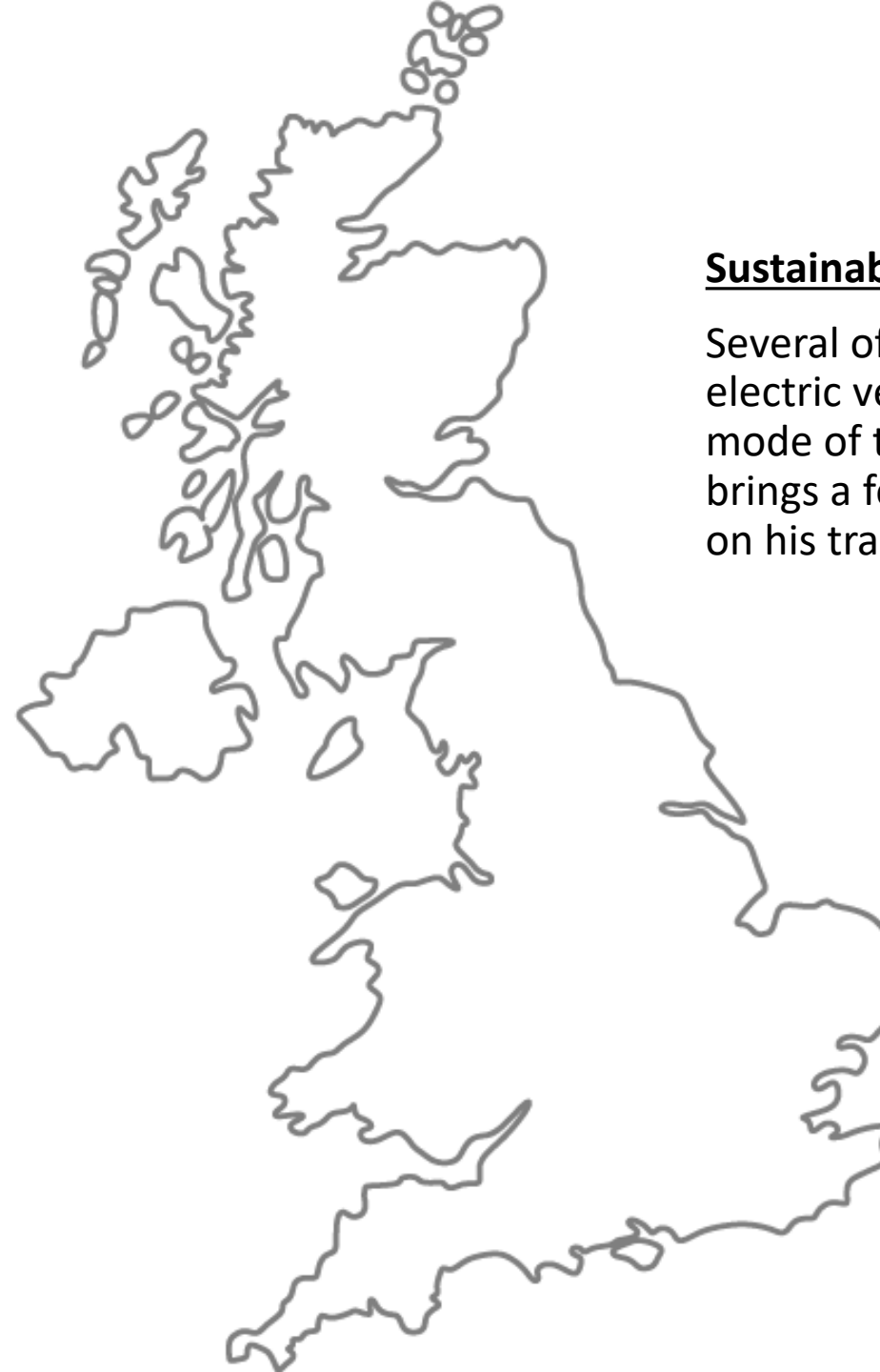
**Quality Education (SDG 4):** We provide fully funded professional development and training opportunities to empower our employees to reach their full potential.

**Reduced Inequalities (SDG 10):** We promote inclusivity through non-discrimination and anti-harassment policies, grievance resolution processes and by tracking diversity both internally and with our suppliers.

**Industry, Innovation, and Infrastructure (SDG 9):** We deliver innovative sustainability consulting services, helping clients unlock commercial opportunities through sustainable practices.



# Our Suppliers



## Local contractors

When planning site surveys, we optimise routes across multiple locations to minimise emissions and reduce the environmental impact for our contractors.

## Sustainable modes of transport

Several of our contractors use electric vehicles as their primary mode of transport and one even brings a foldable electric bicycle on his train journey into London!



# Science Based Targets



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Targets

Carbonbit commits to reducing **Scope 1** and **Scope 2** GHG emissions by **38% by 2030** from a 2021 base year, while actively measuring and reducing its **Scope 3** emissions.

We also aim to achieve net-zero greenhouse gas emissions across the value chain by 2035, contributing to the global ambition of limiting warming to **1.5C by 2030, difficult as this currently seems.**

As of now, Carbonbit is actively working towards meeting its near and short-term carbon reduction emissions targets, in line alignment with the **SBTi** framework and our verified emissions targets and plans.

## Total CO<sub>2</sub>e Emissions (Scope 1, 2 and 3).

**2021 =23.5 tonnes CO<sub>2</sub>e**

**2022= 47.2 tonnes CO<sub>2</sub>e**

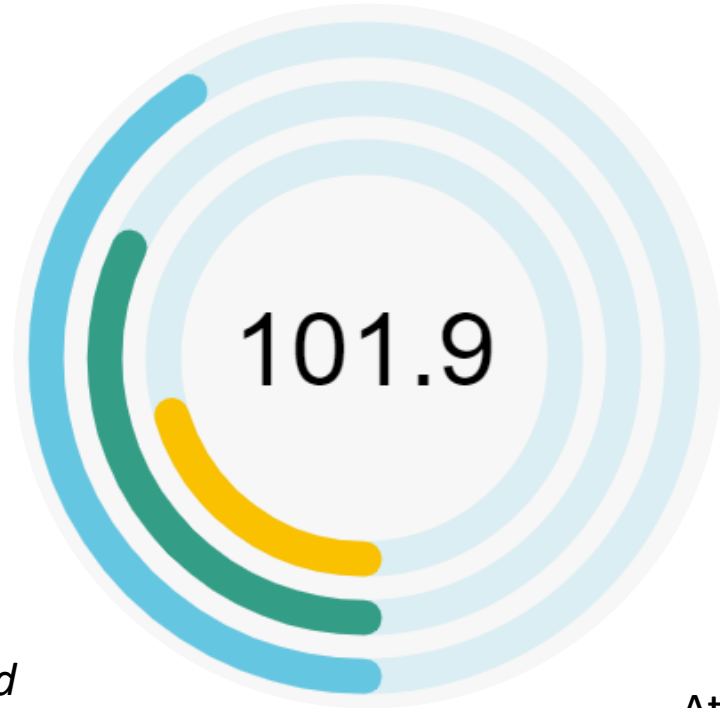
**2023= 48.0 tonnes CO<sub>2</sub>e**

- From 2021 to 2022, emissions increased by **101%**
- From 2022 to 2023, emissions increased by just **2%!**

This increase reflects revenue growth since 2021 and an increase in Scope 3 emissions, which grew by 146%, along with increased employment.

Despite this, we have reduced our Scope 1 and Scope 2 GHG emissions by 80% from the 2021 base year, mainly due to the full electrification of the company car fleet.

# Our B Corp Scores



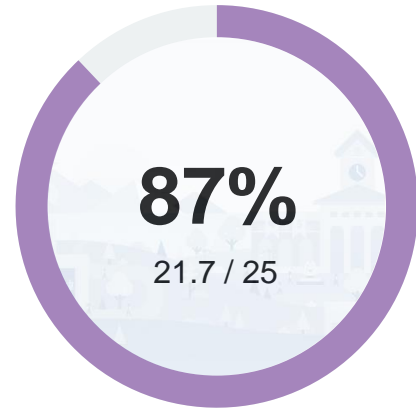
- Based on the B Impact assessment in 2023, Carbonbit earned an overall score of **101.9!**
- **A score of 80** qualifies a company for B Corp Certification
- The median score for businesses who complete the assessment is currently **50.9**

*Scan to find out more...*

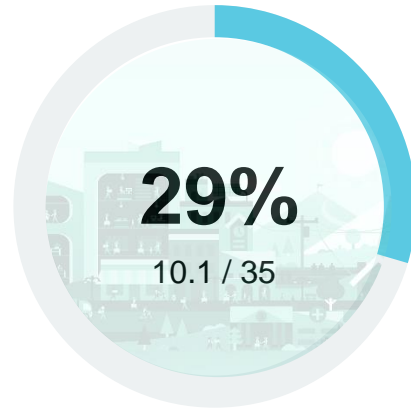


At Carbonbit we are proud to have achieved a **B Corp score of 101.9**. This reflects our strong commitment to social and environmental responsibility whilst meeting the rigorous standards of the B Corp assessment. Reaching this score on our first attempt underscores our dedication to ethical practices, sustainability and creating a positive impact on both the community and the environment. It positions Carbonbit as a leader in responsible business and sets a foundation for future growth and impact.

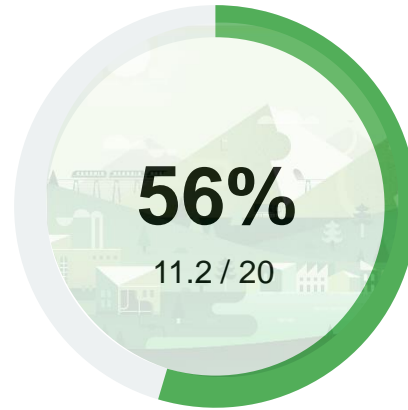
# How are we doing?



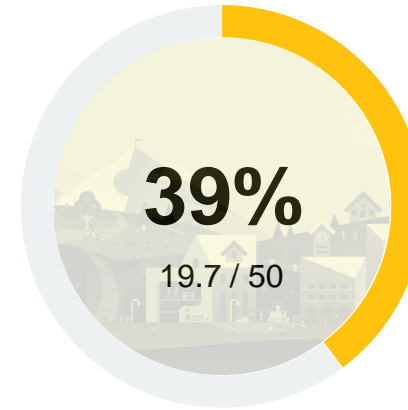
**Governance**



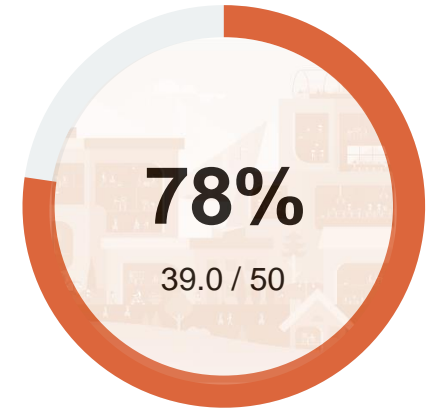
**Customers**



**Environment**



**Community**



**Workers**

*What are we doing well?*

We treat our social and environmental impact as a primary measure of success for our business and align with SBTi and BCorp standards

We help clients reduce their sustainability risk and optimise the commercial opportunity that this often presents, across all stakeholder groups

We are proud to have established formal targets aligned with the SBTi, committing to achieve net zero across our entire value chain by 2035

We give back to our community through our staff volunteering days.

We provide healthcare benefits, training and professional development opportunities.

*How can we improve?*

We aim to integrate impact reporting with financial reporting for greater alignment

We plan to establish a system for regularly monitoring customer outcomes

We are currently working towards this goal by implementing improved practices

We plan to prepare case studies of our Giving Days to display around the office and online as appropriate

We plan to benchmark employee survey results with industry standards and identify areas for further improvement



# Giving back - Making a difference

Carbonbit is committed to making a positive impact beyond the workplace. Together, we are helping to **build a better future**; one act of kindness at a time.

Some examples of how our employees are giving back to their communities are:

- Revitalising community green spaces at the Blackpool Carers Centre
- Volunteering at the Manchester Science Festival 2024
- Helping students develop their research skills at the University of Liverpool
- Saving, sorting and recycling items at the Preston Reuse360 Hub



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Lancashire  
County  
Council 

Blackpool Carers Centre

*Quality • Passion • Respect*

# What's next for Carbonbit?

Over the next few years, Carbonbit will focus on strengthening sustainable supply chain practices, expanding community engagement initiatives and advancing employee development programs. We will continue driving sustainability impact through our expanding advisory services and through innovation. We are also planning to recruit more specialist Associates and Consultants to support our continued growth.

To ensure transparency and accountability, we will regularly monitor and report our progress, fostering continuous improvement and maintaining our leadership in responsible business practices.

By prioritising these goals, Carbonbit can continue to drive positive change and set new benchmarks for sustainability and corporate responsibility.



## Employees

Continue promoting a healthy work-life balance and reissue the employee survey



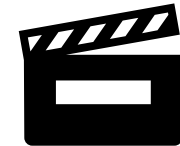
## Customers

Improve response consistency to customer inquiries by implementing a new "Same Day" rule



## Governance

Look to tighten and update procedures and policies so they are applied consistently



## Environment

Engage with suppliers who align more closely with our sustainability values



# Get in touch!

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Let's collaborate!