



Sustainability Action Plan Report

Milestone consult ltd

Created at: 25 Aug,2026

Milestone consult ltd emission report 1 January 2025 – 31 December 2025

Estimated total emissions
7.56 tonnes CO₂e



Your emission intensity

Emissions per £ revenue	0.02 kg CO ₂ e
Emissions per employee	2.52 tonnes CO ₂ e
Emissions per m ²	0.36 tonnes CO ₂ e

Your Scope overview

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Scope 1 – Direct emissions	0.163 tonnes CO₂e
Heating of Buildings	0.11 tCO ₂ e
Fugitive Gases	0.05 tCO ₂ e
Scope 2 – Indirect emissions	0.205 tonnes CO₂e
Purchased Electricity (Location-Based)	0.21 tCO ₂ e
Scope 3 – Value chain emissions	7.196 tonnes CO₂e
3.1 Purchased Goods and Services	1.67 tCO ₂ e
3.2 Capital Goods	0.40 tCO ₂ e
3.3 Fuel- and Energy-Related Activities	0.10 tCO ₂ e
3.6 Business Travel	1.36 tCO ₂ e
3.7 Employee Commuting & Homeworking	3.67 tCO ₂ e

This report was created using the Small Business Carbon Calculator v2.0 on 10 Aug 2026.

Introduction

This personalized report represents your unique path to sustainability action, built from your specific assessment responses and tailored to your organization's goals and capabilities. While over 14,000 organizations have committed to net zero globally, each company's journey is unique. This report transforms that wealth of sustainability knowledge into actionable steps designed specifically for your business. We've analyzed your responses, identified your highest-impact opportunities, and created a roadmap that will save you time and resources while accelerating your decarbonization progress. The actions in this report aren't just good for the planet—they're good for your business too.

Getting straight into the action

This report contains the sustainability actions that are most relevant to you based on your assessment responses so you can get started on action. To access implementation guides, company examples and more you can find all the actions in the Actions Library.

How to use this report

This report is designed to be part of your roadmap to sustainability. Here are some ideas to get the most value from it. 1) Review your priority actions and choose the first ones to start. 2) Share with people who need to be involved to get everyone on board. 3) Bookmark and review regularly to check progress.

The actions in this report follow industry best practices aligned with the GHG Protocol and Transition Plan Taskforce standards, ensuring your carbon reduction efforts meet global reporting requirements.

How does Giki source this information?

Giki Actions is built by Giki's team of world leading data scientists, carbon footprint and sustainability specialists with the support of global experts. The Giki Actions Library of over 600 best practice actions is built using company Transition Plans, sustainability reports and industry best practice and draws on Transition Plan Taskforce best practice.



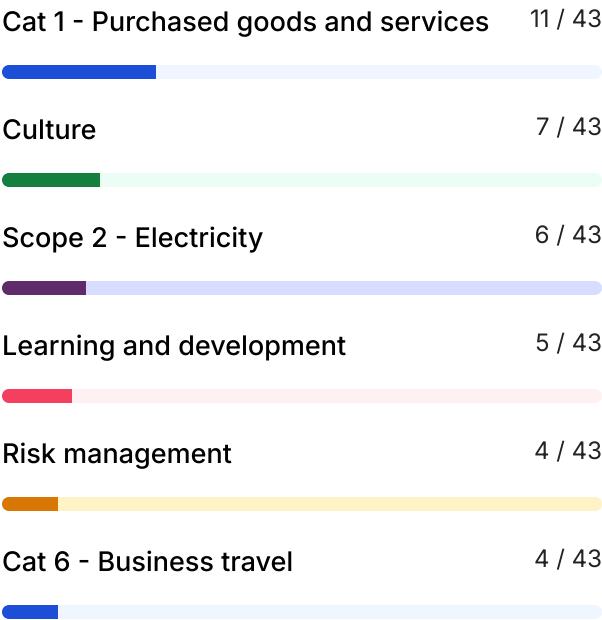
Action Plan Summary



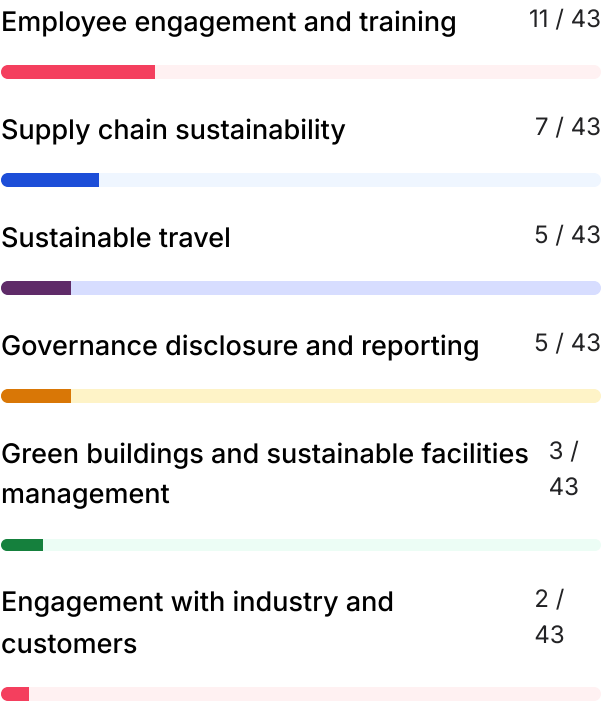
Your Action Plan

Below is an outline of your plan by GHG Category and Theme. The rest of the report contains a summary of your actions. You can always access full details on the Giki Actions website.

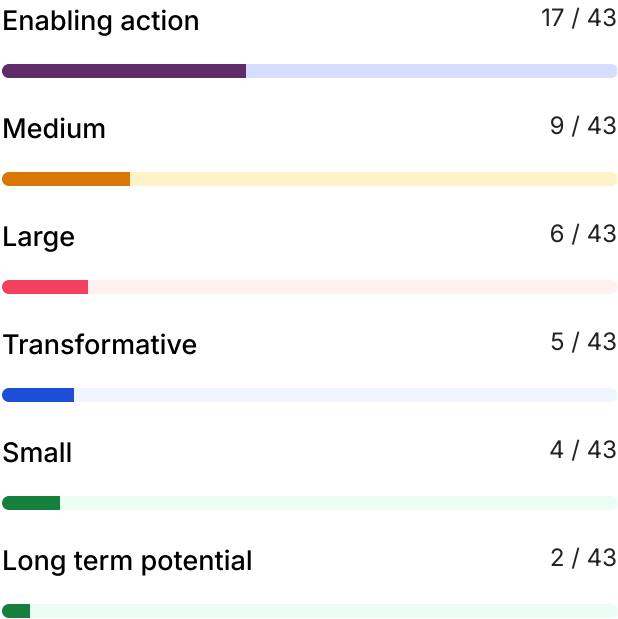
GHG Category Breakdown



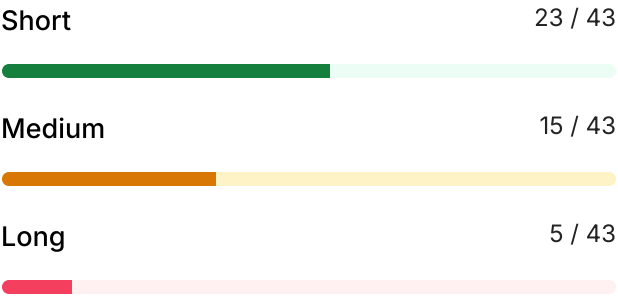
Theme Breakdown



Impact Breakdown



Implementation Time Distribution



Not Started

10 ways for a small construction or building company to go green

Summary

A comprehensive approach to greening construction operations through sustainable materials, energy efficiency, waste management, and workforce engagement. Covers site operations, procurement, training, and innovative construction methods.

GHG Category: Scope 1 - Stationary combustion ,Scope 2 - Electricity

Business Rationale

Implementing green construction practices positions companies for future regulatory compliance while reducing operational costs through resource efficiency. Growing market demand for sustainable buildings creates competitive advantage and premium pricing opportunities. Investment in sustainable practices typically delivers positive ROI through reduced resource costs and waste management expenses. Early adopters gain market leadership and expertise advantage.



Impact
Large



Time
Medium (6
months - 2
years)



Cost Saving
Medium



Complexity
High

Benefits

- ✔ Significant reduction in environmental impact through comprehensive resource efficiency and waste reduction practices;
- ✔ Enhanced reputation and competitive advantage in an increasingly environmentally conscious market;
- ✔ Improved workforce engagement and skills development through environmental training and sustainable practices

Not Started

Run an Energy Treasure Hunt

Summary

Teams walk through their workplace looking for quick ways to save energy. This simple approach has helped many organizations cut their energy use by up to 10%, leading to significant cost savings.

GHG Category: Scope 1 - Stationary combustion ,Scope 2 - Electricity

Business Rationale

Energy Treasure Hunts can identify quick wins for energy savings, engage employees in sustainability efforts, and foster a culture of continuous improvement.



Impact
Medium



Time
Short (under 6 months)



Cost Saving
Large



Complexity
Low

Benefits

- ✓ Significant energy reduction: Energy Treasure Hunts can lead to energy savings of up to 15%, directly translating to reduced carbon emissions from the company's operations.
- Continuous improvement in efficiency: Regular hunts create a culture of energy awareness,
- ✓ promoting ongoing identification and implementation of energy-saving measures, resulting in sustained carbon footprint reduction over time.
- Broader environmental impact: By reducing overall energy consumption, the initiative
- ✓ decreases demand on power grids, potentially lowering reliance on fossil fuel-based energy sources and contributing to broader carbon emission reductions beyond the company's direct operations.

Not Started

Install battery energy storage for peak shifting

Summary

Deploy on-site battery energy storage systems to store renewable or low-carbon-intensity grid electricity and discharge during peak demand periods.

GHG Category: Scope 2 - Electricity

Business Rationale

Battery storage can reduce peak demand charges and take advantage of off-peak tariff rates, delivering ongoing energy cost savings. The primary focus is reducing carbon intensity of electricity use and improving energy resilience.



Impact
Medium



Time
Medium (6
months - 2
years)



Cost Saving
Medium



Complexity
High

Benefits

- ✓ Reduces greenhouse gas emissions by shifting electricity consumption away from peak periods when grid carbon intensity tends to be highest, lowering the effective carbon footprint of site operations.
- ✓ Can deliver meaningful reductions in energy costs by avoiding peak demand charges and taking advantage of lower overnight electricity tariffs, improving operational budgets.
- ✓ Increases energy resilience and continuity by providing backup power capacity during grid outages or supply constraints, supporting business continuity planning.

Not Started

Invest in energy efficient office equipment

Summary

Switch old office equipment like computers and printers to new energy-saving models that have official energy efficiency certifications.

GHG Category: Scope 2 - Electricity

Business Rationale

Upgrading to energy-efficient office equipment reduces operational costs and aligns with sustainability goals. It can also improve workplace productivity and demonstrates commitment to environmental responsibility.



Impact
Small



Time
Medium (6
months - 2
years)



Cost Saving
Medium



Complexity
Low

Benefits

Cost Savings: Lower electricity bills due to reduced energy consumption; potential for longer equipment lifespan and reduced maintenance costs; improved employee productivity with faster, more reliable equipment.

Reduced Carbon Footprint: By using energy-efficient office equipment, the company significantly lowers its greenhouse gas emissions, contributing to global efforts in combating climate change.

Not Started

Run a supplier assessment and engagement programme

Summary

Assess suppliers on sustainability performance, then engage priority suppliers to reduce supply chain emissions. Covers building a prioritised supplier list, running structured assessments, and developing a practical engagement programme.

GHG Category: Cat 1 - Purchased goods and services ,Cat 2 - Capital goods

Business Rationale

Engaging suppliers reduces supply chain risks, improves resilience, and increasingly meets customer and regulatory requirements for scope 3 emissions reporting. Strong supplier relationships through engagement programmes can also unlock cost savings through shared efficiency improvements and innovation.



Impact
Transformative



Time
Long (over 2
years)



Cost Saving
Small



Complexity
Medium

Benefits

✓ Engaging suppliers on sustainability can help reduce Scope 3 emissions across purchased goods and services, which for many businesses represents a significant share of the total footprint.

✓ Building a structured supplier engagement programme demonstrates proactive supply chain management to customers, procurement partners, and investors who are increasingly asking questions about upstream sustainability.

✓ A clear supplier assessment process can surface risks early, such as suppliers facing regulatory or physical climate pressures, helping to protect supply chain resilience over the longer term.

Not Started

Review the sustainability of professional service providers

Summary

Review the sustainability of professional service providers by evaluating consultants, accountants, trainers, and marketing agencies, selecting them based on their environmental commitments and practices to ensure alignment with organisational sustainability goals.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Reviewing professional service providers demonstrates sustainability commitment to stakeholders and may identify providers with better risk management and innovation capabilities. However, environmental criteria rarely drive significant cost savings or revenue growth, so primary value is reputational and alignment with company values rather than direct financial return.



Impact
Medium



Time
Medium (6
months - 2
years)



Cost Saving
Small



Complexity
Medium

Benefits

- ✔ Strengthens sustainability credibility by ensuring environmental commitments extend beyond direct operations to business relationships. Demonstrates consistent values to employees and customers.
- ✔ Creates demand signal that incentivizes professional service providers to improve their environmental practices. When multiple clients ask about sustainability, providers respond by enhancing their credentials.
- ✔ Identifies providers who understand sustainability risks and opportunities, potentially leading to better strategic advice on climate-related business challenges and emerging regulations.

Not Started

Strategic selection of low-carbon materials to minimize embodied emissions in building construction

Summary

Choosing building materials with lower carbon footprints across structural elements like concrete, steel, and timber, as well as insulation, cladding, and finishing materials. This includes evaluating material alternatives, understanding embodied carbon data, working with suppliers on lower-carbon options, and making informed trade-offs between different materials based on their lifecycle emissions.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Lower-carbon materials can reduce regulatory risk as embodied carbon regulations emerge and may provide competitive advantage as green building requirements strengthen, though direct cost savings are often limited in the short term.



Impact
Large



Time
Medium (6
months - 2
years)



Cost Saving
Small



Complexity
Medium

Benefits

- ✓ Reduces embodied carbon in your buildings depending on material choices, directly cutting the emissions footprint of your construction projects before occupancy.
- ✓ Opens up new business opportunities as clients increasingly request low-carbon buildings and green building certifications require embodied carbon reductions.

Not Started

Implement a Green Purchasing Policy

Summary

Establish simple guidelines for choosing suppliers, products, and services that prioritize environmental sustainability without adding complexity to daily purchasing decisions.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Green purchasing policies reduce long term costs through more durable products, energy efficient equipment, and suppliers who often provide better value when total lifecycle costs are considered. Many sustainable suppliers offer competitive pricing while providing superior customer service and reliability. The systematic approach streamlines purchasing decisions by creating clear preferences, reducing time spent evaluating options. Enhanced supplier relationships often develop with environmentally committed partners who share similar values and business approaches. Customer appeal increases as sustainability becomes a key differentiator in competitive markets. The policy also prepares businesses for future environmental regulations and reporting requirements while building operational resilience through diversified supplier relationships focused on quality and sustainability.



Impact
Large



Time
Short (under 6 months)



Cost Saving
Small



Complexity
Medium

Benefits

- ✓ Reduced environmental impact through systematic selection of suppliers and products that prioritize sustainability, creating cumulative benefits across all business purchases and operations.
- ✓ Cost savings opportunities through more durable products, reduced packaging waste, energy efficient equipment, and local suppliers that may offer competitive pricing.
- ✓ Enhanced business reputation and customer appeal as consistent sustainable purchasing demonstrates genuine environmental commitment that resonates with increasingly eco-conscious consumers and business partners.

Not Started

Review top suppliers

Summary

Review the largest suppliers to understand their environmental impact and sustainability practices and assess alignment with organisational goals. This can involve focusing on suppliers representing the highest spend or greatest importance to identify opportunities for improvement.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Supplier sustainability reviews deliver measurable business value through risk mitigation and cost reduction opportunities. The process strengthens supplier relationships by demonstrating long term commitment and creating shared value propositions. Enhanced supply chain resilience protects against disruptions from environmental regulations, resource scarcity, and climate impacts. Customer and investor expectations increasingly require supply chain transparency, making this essential for maintaining competitive positioning. The systematic approach also identifies innovation opportunities and potential new revenue streams through sustainable product development.



Impact
Large



Time
Medium (6
months - 2
years)



Cost Saving
Medium



Complexity
Medium

Benefits

- ✓ Significant emissions reduction potential as supply chains typically account for the majority of a company's total carbon footprint, creating opportunities for substantial environmental impact through strategic supplier partnerships.
- ✓ Enhanced risk management by identifying potential disruptions from climate change, regulatory changes, or resource scarcity before they impact your business operations.
- ✓ Competitive differentiation and customer appeal as consumers increasingly choose businesses that demonstrate genuine commitment to sustainable practices throughout their entire value chain.

Not Started

10 fast start actions to decarbonise the supply chain

Summary

Decarbonise the supply chain through a step-by-step set of fast-start actions, working with suppliers, gathering emissions data, and improving processes to reduce supply chain emissions.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

This program offers a strategic approach to reducing scope 3 emissions while delivering operational efficiencies and cost savings. Quick wins in areas like packaging and logistics provide immediate ROI while building supplier capabilities creates long-term value. The structured approach minimizes implementation risks while maximizing impact. Growing investor and customer focus on scope 3 emissions makes this a timely initiative that can enhance competitive advantage.



Impact
Transformative



Time
Short (under 6 months)



Cost Saving
Medium



Complexity
Medium

Benefits

- ✓ Taking a structured approach to supply chain decarbonisation addresses what is typically the largest share of a business's total emissions.
- ✓ Proactively managing supplier emissions builds resilience against tightening regulations and shifting customer expectations.
- ✓ Engaging the supply chain on sustainability strengthens supplier relationships, often uncovering cost savings, innovation opportunities and shared efficiencies that benefit both sides.

Not Started

Integrate circularity into large scale projects

Summary

Embed circular economy principles into the planning, procurement, and delivery of large-scale infrastructure and energy projects. Covers material selection criteria, refurbished component use, end-of-life asset management, supplier circularity requirements.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Embedding circularity can lower material and disposal costs over the long life of infrastructure assets, though payback periods are typically long; for many organisations the primary drivers are regulatory compliance and meeting the sustainability expectations of clients and investors.



Impact
Medium



Time
Long (over 2
years)



Cost Saving
Small



Complexity
High

Benefits

✓ Reducing the use of virgin materials and increasing component reuse can help lower the embodied carbon and waste associated with large projects, contributing to a smaller overall emissions footprint across the asset lifecycle.

✓ Building circularity requirements into supplier contracts can reduce end-of-life disposal costs and lower the risk of regulatory non-compliance as waste and materials legislation continues to develop.

✓ A credible circular economy approach can strengthen relationships with clients, financiers, and planners who increasingly expect infrastructure projects to address sustainability across the full asset lifecycle.

Not Started

Make events more sustainable

Summary

Create an easy-to-follow guide for planning environmentally friendly events that anyone can use when organizing gatherings for clients, suppliers, members and staff.

GHG Category: Cat 1 - Purchased goods and services ,Cat 5 - Waste generated in operations

Business Rationale

Ensuring sustainable events can enhance brand reputation, reduce waste-related costs, and meet growing attendee expectations for environmentally responsible gatherings. It also provides opportunities for showcasing the company's sustainability commitment.



Impact
Small



Time
Short (under 6 months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Reduces waste and emissions associated with events.
- ✓ Promotes use of sustainable materials and practices in event planning.
- ✓ Encourages adoption of more environmentally friendly event practices industry-wide.

Not Started

Create a program to increase local sourcing of materials and services

Summary

Buy materials and services from nearby suppliers to cut down on shipping distances, support local businesses, and make supply chains more reliable.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Local sourcing can reduce lead times and supply chain risk, and in some cases lower transport costs. It can also strengthen relationships with suppliers and support brand positioning for businesses where local provenance is valued by customers.



Impact
Small



Time
Medium (6 months - 2 years)



Cost Saving
Small



Complexity
High

Benefits

- ✓ Competitive Advantage: Demonstrates ability to deliver economic development through local supply chain integration, strengthening position to win new opportunities and government concessions.
- ✓ Social License to Operate: Creates sustainable partnerships between company and communities while providing visible local benefits that improve operational stability and community relations.
- ✓ Energy and Environment: Reduces carbon footprint and energy costs through shortened supply chains and decreased transportation requirements.

Not Started

Reduce embodied carbon in construction

Summary

Lowering the environmental impact of building materials and construction processes. This includes using better materials and working with suppliers to reduce emissions.

GHG Category: Cat 1 - Purchased goods and services ,Cat 2 - Capital goods

Business Rationale

Reduces lifecycle emissions of buildings, meets growing demand for sustainable construction, and prepares for potential future regulations.



Impact
Transformative



Time
Long (over 2 years)



Cost Saving
Medium



Complexity
High

Benefits

- ✔ Decreases the overall GHG emissions associated with building materials and construction processes.
- ✔ Reduces waste and promotes the circular economy through the recovery and reuse of materials.
- ✔ Enhances sustainability and resource efficiency in the construction sector, contributing to global environmental conservation efforts.

Not Started

Create a business travel decision tree to help employees

Summary

Cutting back on business travel can help people cut carbon. However, employees are often unsure about when they should travel, what modes of travel they should take and how much they can do online. A travel decision tree will help them make these decisions quickly saving carbon and cost.

GHG Category: Cat 6 - Business travel

Business Rationale

Helps optimize travel choices, reduce emissions, and control costs while maintaining business effectiveness and engaging employees in sustainability efforts.



Impact
Medium



Time
Short (under 6 months)



Cost Saving
Medium



Complexity
Low

Benefits

- ✓ **Reduces Carbon Footprint:** Directly cuts greenhouse gas emissions by avoiding unnecessary trips and favouring lower-carbon transport modes like rail over air travel.
- ✓ **Lowers Travel Costs:** Encouraging virtual meetings and cheaper transport options significantly reduces expenditure on flights, fuel, accommodation, and expenses.
- ✓ **Improves Employee Wellbeing:** Less time spent travelling can reduce stress and improve work-life balance, while virtual options offer greater flexibility.

Not Started

Offer sustainable hotel options on work trips

Summary

Hotels can reduce their impact on the environment by using clean energy, cutting waste, saving power, and using less water. Companies can help by choosing these eco-friendly hotels or helping employees find them.

GHG Category: Cat 6 - Business travel

Business Rationale

Promoting sustainable travel aligns with corporate sustainability goals and can enhance company reputation while potentially reducing travel-related emissions.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Reduces emissions from business travel accommodations.
- ✓ Promotes adoption of sustainable practices in the hospitality industry.
- ✓ Encourages development of more environmentally friendly hotel facilities.

Not Started

Create a Sustainable Business Travel policy

Summary

Establish a sustainable business travel policy that guides smarter travel decisions, reducing unnecessary trips and prioritising environmentally friendly travel options.

GHG Category: Cat 6 - Business travel

Business Rationale

Reduces travel-related emissions lowers costs and demonstrates commitment to sustainability while potentially improving work-life balance.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Medium



Complexity
Low

Benefits

- ✓ Reduces emissions from business travel.
- ✓ Promotes use of more sustainable transportation options.
- ✓ Encourages behavior change towards lower-carbon travel choices.

Not Started

Conduct an employee commuting and home working survey

Summary

Survey employees about commuting habits and home working arrangements to identify opportunities to reduce carbon emissions, gathering data on travel methods, distances, and home energy use to develop targeted solutions and measure environmental impact.

GHG Category: Cat 7 - Commuting and home working

Business Rationale

Provides valuable data for sustainability initiatives, helps identify opportunities for emissions reduction, and demonstrates commitment to employee well-being.



Impact
Medium



Time
Short (under 6 months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Data-driven emission reduction: Collecting accurate commuting and home working data establishes a reliable baseline for Scope 3 emissions calculations, enabling targeted reduction strategies and precise progress tracking. This empirical approach helps identify the highest-impact interventions specific to your workforce's patterns, whether that's improving bicycle facilities, organizing carpooling programs, or optimizing remote work policies.
- ✓ Enhanced employee experience: The survey process itself demonstrates organizational commitment to sustainability while giving employees a voice in shaping workplace policies.
- ✓ Operational cost optimization: Survey insights often reveal opportunities to rightsize office space requirements, reduce parking facility needs, and implement more efficient workplace policies.

Not Started

Create a Green Wall to collect employee ideas for company sustainability

Summary

The Green Wall initiative is a company-wide strategy designed to engage employees in sustainability efforts by providing a platform for them to share ideas on how to make the company more environmentally friendly.

GHG Category: Culture

Business Rationale

Engaging employees in sustainability efforts fosters innovation, boosts morale, and can lead to practical, cost-effective solutions.



Impact
Small



Time
Short (under 6 months)



Cost Saving
Medium



Complexity
Low

Benefits

✓ The Green Wall empowers employees to contribute actively to the company's sustainability efforts. When employees see their ideas being considered and implemented, it increases their sense of ownership and commitment to the company's environmental goals.

✓ By tapping into the collective intelligence of the workforce, the company can discover innovative and practical ideas for reducing energy consumption, minimizing waste, and promoting sustainable practices. These grassroots suggestions can lead to significant environmental benefits and cost savings.

✓ Implementing employee-generated ideas can lead to tangible reductions in the company's carbon emissions. From energy-saving.

Not Started

Conduct an employee engagement survey on sustainability

Summary

Conduct a sustainability-focused employee engagement survey to gather valuable insights on environmental awareness, identify improvement opportunities, and increase employee involvement in sustainability initiatives.

GHG Category: Culture

Business Rationale

Strong business case through improved employee engagement, talent attraction and retention, and identifying cost-saving opportunities through employee-generated ideas. Surveys also help prioritize limited sustainability resources by revealing where employees are ready to act versus where more support is needed.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Enhanced environmental impact: Sustainability surveys uncover valuable employee insights about resource use, waste management, and energy conservation that might otherwise go unnoticed.
- ✓ Increased employee engagement: By actively seeking input on sustainability matters, you demonstrate that employee opinions matter. This creates a sense of ownership that translates into higher participation in green initiatives.
- ✓ Improved innovation pipeline: Employees often have practical, innovative ideas for sustainability improvements based on their day-to-day experiences that can reduce environmental impact while potentially cutting costs.

Not Started

Leverage the power of the Green Team

Summary

The bigger the Green Team, the higher the impact. Grow the Green Team by following best practice including: make it inclusive and cross company; align with the business; establish clear goals; communicate regularly, celebrate successes; hold in person and virtual events to share and build knowledge.

GHG Category: Culture

Business Rationale

Growing a Green Team fosters a culture of sustainability, drives employee engagement, and can lead to innovative solutions for reducing environmental impact and operational costs.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Enhanced Environmental Impact: A larger Green Team can undertake more ambitious projects, leading to greater environmental benefits.
- ✓ Increased Employee Engagement: Involving employees from various departments boosts morale and fosters a sense of belonging and purpose.
- ✓ Stronger Alignment with Business Goals: A Green Team that understands and aligns with business objectives can contribute to the company's bottom line by reducing waste and energy costs.

Not Started

Help employees adopt sustainable lifestyles with pledges and personal carbon footprints

Summary

Help employees understand and reduce their personal environmental impact. Provide tools and support for making sustainable choices at home and work.

GHG Category: Culture

Business Rationale

Increases employee engagement in sustainability efforts enhances corporate culture and can lead to innovative ideas for reducing company-wide emissions.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

✓ For the company: Raising awareness of sustainability; Promoting an innovative culture around sustainability; Building internal company culture around sustainability; Enhancing engagement with employees and potential talent.

✓ For colleagues: Developing a deeper understanding of CO2 emissions, contributing factors, and ways to reduce them; Giving hope and a platform to take climate action; Creating a sense of camaraderie and connection, building networks and communities that extend beyond the app.

Not Started

Follow a simple 5 step plan to promote sustainability at work

Summary

Implement a five-step plan to promote workplace sustainability, focusing on quick wins that build momentum for larger changes.

GHG Category: Culture

Business Rationale

Following a structured plan to promote sustainability can foster a culture of environmental responsibility, boost employee morale, and lead to practical sustainability improvements.



Impact
Medium



Time
Short (under 6 months)



Cost Saving
Small



Complexity
Low

Benefits

- ✔ Promotes adoption of sustainable practices across the organization.
- ✔ Encourages employee engagement in environmental initiatives.
- ✔ Facilitates the implementation of company-wide sustainability projects.

Not Started

Raise sustainability awareness with lunch and learn sessions

Summary

Host informal learning sessions where employees can engage on environmental topics. Often popular at lunch. Aims to make sustainability education engaging and accessible.

GHG Category: Culture

Business Rationale

Organizing sustainability workshops for employees is a cost-effective way to drive environmental improvements across the organization. By educating and engaging employees, companies can reduce operational costs through improved resource efficiency, enhance their reputation as a responsible business, and potentially uncover innovative sustainability solutions.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

✓ Employees will become more informed about environmental issues and the importance of carbon reduction, which can lead to more sustainable behaviors both at work and in their personal lives.

✓ Hosting these sessions demonstrates the company's commitment to sustainability. They also provide a forum for companies to talk more about sustainability plans, the actions employees can take and some of the benefits that might already be on offer.

✓ By engaging employees the company can foster a culture of sustainability that encourages eco-friendly practices, potentially leading to reduced operational costs and a smaller corporate carbon footprint.

Not Started

Research government support that's available

Summary

Research the government support available to reduce the cost of green projects and make sustainability investments more affordable, including identifying and applying for relevant funding, grants, tax breaks and support schemes.

GHG Category: Engagement with government and civil society

Business Rationale

Government support can significantly improve the return on investment for sustainability projects, making previously uneconomical initiatives financially viable. This creates competitive advantage by enabling faster adoption of clean technologies and processes while competitors wait for costs to decrease.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Large



Complexity
Low

Benefits

- ✓ Access to funding that wouldn't otherwise be available, making sustainability projects financially viable that might have been shelved.
- ✓ Builds internal capability and knowledge about available support mechanisms, creating ongoing opportunities for future projects.

Not Started

Understand where sustainability capability gaps exist in the workforce

Summary

Assess current sustainability knowledge, skills, and expertise to identify gaps preventing effective climate action and prioritize training or hiring needs to build required capabilities.

GHG Category: Learning and development

Business Rationale

Builds workforce capabilities needed to deliver climate goals effectively, ensures training investment targets actual skill gaps, and identifies where strategic hires or partnerships unlock progress on sustainability priorities.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Reveals specific skill and knowledge gaps preventing progress on climate goals, avoiding wasted investment in generic training that doesn't address real blocks to delivery.
- ✓ Provides evidence base for securing budget and resources to build sustainability capabilities through targeted hiring, training, or external partnerships where genuinely needed.
- Identifies hidden sustainability expertise already in organization that can be leveraged, while
- ✓ highlighting which teams or functions need most support to contribute effectively to climate initiatives.

Not Started

Include sustainability training in employee learning and development

Summary

Include sustainability in learning and development for employees that's relevant to their roles involves. The aim is to educate employees on the company's environmental goals and employees' role in achieving them.

GHG Category: Learning and development

Business Rationale

Enhances employee engagement in sustainability efforts, improves implementation of initiatives, and demonstrates commitment to employee development.



Impact
Enabling
action



Time
Medium (6
months - 2
years)



Cost Saving
Small



Complexity
Medium

Benefits

- ✓ **Enhanced Sustainability Expertise:** Employees become adept in environmental regulations and sustainable practices, contributing to the company's green credentials.
- ✓ **Reduced Carbon Footprint:** As employees learn to implement eco-friendly solutions, the company's overall carbon footprint decreases.
- ✓ **Innovation in Green Practices:** Knowledgeable employees can lead to innovative approaches to sustainability, keeping the company at the forefront of environmental stewardship.

Not Started

Help employees reduce their digital carbon footprints

Summary

A program to help employees reduce their digital carbon footprint through device management, energy efficiency, and responsible e-waste disposal.

GHG Category: Learning and development

Business Rationale

Digital footprint reduction reduces operational costs through lower energy consumption and extended device lifecycles, while strengthening environmental credentials and employee engagement. The program requires minimal investment but can deliver consistent cost savings and helps future-proof against rising energy costs and e-waste regulations.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Small



Complexity
Low

Benefits

- ✓ Environmental Impact: Reduced carbon emissions from device manufacturing and energy consumption, plus decreased e-waste to landfill.
- ✓ Cost Savings: Lower energy bills and extended device lifecycles reduce procurement costs.
- ✓ Employee Engagement: Builds awareness of sustainability issues and empowers employees to take positive action.

Not Started

Provide climate change training to employees

Summary

Provide climate training to all employees. Help them to learn about the implications of climate change for the planet and the business.

GHG Category: Learning and development

Business Rationale

Increases employee awareness and engagement in sustainability efforts, potentially leading to innovative ideas and improved implementation of initiatives.



Impact
Enabling
action



Time
Medium (6
months - 2
years)



Cost Saving
Small



Complexity
Medium

Benefits

- Builds climate literacy across workforce, creating foundation for meaningful engagement with organizational sustainability initiatives and helping employees understand why climate action is business priority not just environmental concern.
- Reduces resistance to climate initiatives as employees grasp context and necessity rather than viewing changes as arbitrary impositions.
- Creates more informed workforce capable of identifying climate risks and opportunities within their roles and contributing ideas for improvement.

Not Started

Add sustainability to job descriptions and goals

Summary

Make environmental responsibility part of employee roles by including sustainability into job descriptions, performance objectives, and development plans where relevant.

GHG Category: Learning and development

Business Rationale

Integrating sustainability into job roles ensures company-wide commitment, drives innovation, and aligns individual performance with corporate sustainability goals.



Impact
Enabling
action



Time
Medium (6
months - 2
years)



Cost Saving
Medium



Complexity
Medium

Benefits

- ✓ Can help attract and retain talent that shares your organisation's values and vision for a greener future.
- ✓ Help align your organisation's goals and strategies with the actions that employees can take to support it.
- ✓ Adding sustainability to job descriptions can also help foster a culture of sustainability within your organisation.

Not Started

Purchase high quality carbon offsets for emissions that cannot be reduced yet

Summary

First, reduce emissions as much as possible. For emissions you can't eliminate yet, purchase verified carbon credits to offset them. Choose credits from trusted sources that meet the key offsetting principles.

GHG Category: Removals and carbon credits

Business Rationale

Allows immediate action on unavoidable emissions while long-term reduction strategies are implemented, enhancing corporate responsibility image. The program can help meet increasing stakeholder expectations around climate action, manage regulatory risks, and potentially create competitive advantages.



Impact
Large



Time
Short (under 6 months)



Cost Saving
Not applicable



Complexity
Medium

Benefits

✓ Net-zero impact: By removing as much carbon as it emits, the company achieves a net-zero carbon footprint. However, it's not a substitute for cutting emissions over time to a close to zero as possible.

✓ Ecosystem restoration: Many offsetting projects, like reforestation or soil carbon sequestration, can help restore degraded ecosystems, enhancing biodiversity and improving local environmental conditions.

✓ Advancement of removal technologies: If you buy offsets that remove carbon it'll help accelerate their development and scale-up, potentially leading to more efficient and cost-effective solutions for global climate mitigation efforts.

Not Started

Perform a physical climate risk analysis

Summary

Identify which locations are most at risk to climate-related hazards such as floods, droughts and extreme heat. From this plan, build resilience and adapt with a plan for dealing with physical risks to property from climate change.

GHG Category: Risk management

Business Rationale

Identifying and preparing for climate-related risks can prevent costly disruptions and ensure business continuity in the face of climate change.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Medium



Complexity
Low

Benefits

✓ Risk identification and mitigation: A physical risk analysis helps identify climate-related threats to your operations before they cause damage, allowing you to implement protective measures that reduce vulnerability to extreme weather events and chronic climate changes.

✓ Enhanced business continuity: By understanding your exposure to physical climate risks, you can develop more effective emergency response procedures and recovery plans, minimizing downtime and maintaining customer service during and after disruptions.

✓ Improved stakeholder confidence: Demonstrating that you've assessed and addressed physical climate risks builds trust with customers, employees, insurers, and investors who increasingly expect businesses to manage climate-related risks effectively.

Not Started

Develop plans for extreme weather events

Summary

Develop response plans for extreme weather events that could disrupt operations. This can involve identifying weather-related risks, establishing practical procedures for emergencies, and setting out measures to maintain continuity during disruption.

GHG Category: Risk management

Business Rationale

Extreme weather events are increasing in frequency and severity, creating direct business continuity risks that can result in significant losses, while good preparation reduces insurance costs and protects revenue.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Medium



Complexity
Medium

Benefits

- ✔ Protects people and operations: Clear plans mean staff know how to stay safe and critical operations can continue or recover quickly, rather than everyone improvising under pressure when weather strikes.
- ✔ Reduces financial impact: Faster response and better preparation significantly reduce downtime, damage costs, and lost revenue from weather disruptions that are becoming more frequent.
- ✔ Builds stakeholder confidence: Having robust weather plans reassures customers about service continuity, helps with insurance costs, and shows larger partners you're a reliable business that manages risks well.

In Progress

Set a medium and long term target to reduce emissions from own operations (Scope 1 & 2)

Summary

Set medium and long-term targets to reduce emissions from own operations (Scope 1 & 2), establishing clear goals for cutting emissions from direct operations across both the near future and the long term.

GHG Category: Targets and commitments

Business Rationale

Setting medium and long-term targets for reducing emissions from own operations is crucial for long-term business sustainability and resilience. It positions the company as a responsible corporate citizen, potentially attracting environmentally conscious customers and investors. These targets drive innovation in operations and processes, often leading to cost savings through improved energy efficiency. Additionally, proactive emissions reduction helps mitigate regulatory risks and potential future carbon pricing, while also future-proofing the business against tightening environmental regulations and changing market dynamics.



Impact
Transformative



Time
Long (over 2 years)



Cost Saving
Medium



Complexity
High

Benefits

- ✓ Environmental Impact: Directly contributes to reducing global greenhouse gas emissions, mitigating climate change effects.
- ✓ Regulatory Compliance: Staying ahead of regulatory requirements, avoiding fines, and benefiting from incentives for low-carbon operations.
- ✓ Reputation and Competitive Advantage: Enhancing brand image and appeal to environmentally conscious consumers, investors, and potential employees.

In Progress

Reduce emissions in the office with the energy saver checklist

Summary

Reduce energy use in the office through the energy saving checklist, addressing building energy consumption. This can involve identifying measures to lower energy use to benefit both the environment and operating costs.

GHG Category: Scope 1 - Stationary combustion ,Scope 2 - Electricity

Business Rationale

Implementing energy-saving measures in office buildings can significantly reduce operational costs and environmental impact while improving workplace comfort.



Impact
Medium



Time
Short (under 6 months)



Cost Saving
Medium



Complexity
Low

Benefits

- ✓ Direct carbon reduction through decreased energy consumption, resulting in measurable progress toward emissions targets and compliance with environmental regulations.
- ✓ Immediate and sustained cost savings from reduced utility expenses, creating a strong financial case that benefits the bottom line while simultaneously addressing environmental priorities.
- ✓ Improved workplace comfort and functionality leading to increased employee productivity, while demonstrating corporate commitment to sustainability that enhances brand reputation.

In Progress

Publicly share sustainability plans

Summary

Publish sustainability plans to communicate environmental progress clearly and openly, sharing goals, actions, and achievements with employees, customers, and other stakeholders.

GHG Category: Engagement with value chain

Business Rationale

Public sustainability communication is increasingly essential for business success and risk management. Strong sustainability disclosure helps meet growing investor and regulatory requirements while building trust with customers and stakeholders. This can lead to improved access to capital, enhanced brand value, and competitive advantage in markets where environmental credentials are increasingly important. Additionally, transparent communication helps identify and manage climate-related risks while potentially reducing cost of capital through better ESG ratings.



Impact
Enabling
action



Time
Medium (6
months - 2
years)



Cost Saving
Not applicable



Complexity
Medium

Benefits

- ✓ Enhanced Customer Loyalty: Customers who are engaged and informed about a company's sustainability efforts are more likely to remain loyal and supportive.
- ✓ Increased Transparency: Open communication about transition plans builds trust and credibility with customers.
- ✓ Collective Impact: By involving customers, companies can amplify their environmental impact as customers adopt more sustainable behaviors.

In Progress

Build climate opportunities into business plans

Summary

Identifying and planning for business opportunities that come from the shift to a low-carbon economy.

GHG Category: Risk management

Business Rationale

Building climate opportunities into business plans positions the company for growth in emerging markets, creates competitive advantages, and often delivers cost savings while reducing environmental impact.



Impact
Enabling
action



Time
Medium (6
months - 2
years)



Cost Saving
Medium



Complexity
Medium

Benefits

- ✔ Drives business growth: Climate opportunities often represent fast-growing markets with customers actively seeking solutions, creating real revenue potential rather than just cost avoidance.
- ✔ Improves competitiveness: Being early to spot and capture climate opportunities positions you ahead of competitors who are still seeing climate purely as a compliance issue or threat.

In Progress

Join a local business sustainability initiative to collaborate and share best practices

Summary

Connect with other local businesses working on environmental progress. Share ideas and work together on sustainability challenges.

GHG Category: Engagement with industry

Business Rationale

Joining a local business sustainability initiative can enhance a company's reputation, provide access to valuable insights and resources, and create opportunities for collaborative problem-solving. This engagement can lead to cost savings through shared learning and potential new business opportunities through network expansion.



Impact
Long term
potential



Time
Medium (6
months - 2
years)



Cost Saving
Small



Complexity
Medium

Benefits

- ✓ Enhanced knowledge sharing and access to best practices.
- ✓ Increased influence on local and regional climate policies.
- ✓ Improved reputation and visibility as a sustainability leader.

In Progress

Implement energy-efficient and renewable solutions at construction sites

Summary

Adopt clean energy practices at construction sites to reduce emissions. This targets both equipment use and site operations.

GHG Category: Scope 1 - Mobile combustion ,Scope 2 - Electricity ,Scope 1 - Stationary combustion

Business Rationale

Implementing energy-efficient and renewable solutions at construction sites can reduce operational costs, lower carbon emissions, and demonstrate industry leadership in sustainability, potentially leading to competitive advantages in bidding processes.



Impact
Large



Time
Medium (6
months - 2
years)



Cost Saving
Large



Complexity
Medium

Benefits

- ✔ Significant carbon reduction potential with further gains where renewables are used to power electrified equipment.
- ✔ Long term cost savings. Electric equipment, on-site powered generation both cut long term costs.
- ✔ Regulatory compliance. Increasingly stringent rules around site environmental impacts lends important impetus to starting today.

In Progress

Use cement alternatives in construction

Summary

Using different materials instead of traditional cement in construction to reduce environmental impact, such as green concrete and timber.

GHG Category: Cat 1 - Purchased goods and services

Business Rationale

Reduces embodied carbon in construction, aligns with green building trends, potential for cost savings



Impact
Transformative



Time
Long (over 2 years)



Cost Saving
Medium



Complexity
High

Benefits

- ✓ Reduced Carbon Footprint: Alternatives to traditional cement can significantly lower the carbon emissions associated with construction projects, contributing to global efforts to combat climate change.
- ✓ Sustainable Resource Use: Many cement alternatives, like timber, are renewable, promoting the use of sustainable resources in construction.
- ✓ Energy Efficiency: Buildings constructed with certain alternative materials, such as green concrete, can offer better insulation, leading to lower energy costs for heating and cooling.
- ✓ Durability and Maintenance: Some alternatives offer comparable or even superior durability and require less maintenance over time, potentially reducing long-term costs and environmental impact.
- ✓ Innovation and Market Growth: Investing in alternative materials can drive innovation in the construction sector, opening up new markets and creating economic opportunities.

In Progress

Promote the use of digital collaboration tools to reduce travel

Summary

Replace unnecessary business travel with digital tools for meetings, project management and more.

GHG Category: Cat 6 - Business travel

Business Rationale

Reduces travel-related emissions, enhances operational efficiency, aligns with modern work practices



Impact
Medium



Time
Medium (6
months - 2
years)



Cost Saving
Large



Complexity
Medium

Benefits

- ✔ Reduces emissions from business travel.
- ✔ Promotes more efficient use of resources.
- ✔ Saves money from business travel.

In Progress

Celebrate sustainable employees and share their stories

Summary

Recognize and share stories of employees who make great environmental choices at work or home. Create a program to celebrate these green champions.

GHG Category: Culture

Business Rationale

Celebrating sustainability efforts boosts employee engagement, reinforces company values, and can inspire broader adoption of sustainable practices.



Impact
Long term
potential



Time
Short (under 6
months)



Cost Saving
Not applicable



Complexity
Low

Benefits

- ✓ Positive Workplace Culture: Recognizing and celebrating the eco-friendly efforts of employees fosters a positive and inclusive workplace culture.
- ✓ Encourages Sustainable Practices: By highlighting the actions of green champions, it motivates others to adopt more sustainable habits both at work and at home.
- ✓ Public Recognition: Publicly celebrating the winners not only rewards their efforts but also showcases the organization's commitment to sustainability.
- ✓ Community Engagement: Engaging employees in sustainability efforts can extend beyond the workplace, encouraging broader community involvement and action.

Completed

Identify key climate business risks

Summary

Identify key climate risks by assessing how climate change could affect business operations, supply chain, and customers.

GHG Category: Risk management

Business Rationale

Understanding climate risks protects business continuity and increasingly affects access to finance and insurance, while positioning the company to respond proactively to market changes.



Impact
Enabling
action



Time
Short (under 6
months)



Cost Saving
Large



Complexity
Medium

Benefits

- ✔ Protects your business: Identifying vulnerabilities early helps you avoid costly disruptions and build resilience before problems hit.
- ✔ Meets growing expectations: Banks, insurers, and larger customers increasingly expect businesses to understand and manage climate risks.
- ✔ Opens up opportunities: Understanding transition risks helps you spot market shifts early, whether that's changing customer preferences, new technologies, or emerging regulations that could advantage early movers.