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ENVIRONMENT, SOCIAL & GOVERNANCE

Interim Report August 2025

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EXECUTIVE SUMMARY

At BCR Associates, we understand that how we operate as a business matters - to our clients, our team, our community, and the planet. As we continue our journey to become a more sustainable and responsible company, we're pleased to share this interim update on our ESG (Environmental, Social and Governance) progress for the current financial year.

So far in FY25, we've continued to build on the strong foundation set in previous years. We're proud to be a certified B Corporation, to have signed up to the UN Global Compact, and to hold a Bronze EcoVadis rating — each of which reflects our commitment to doing business the right way.

This report offers a snapshot of the progress we've made since February 2025, including:

- Growing our **employee engagement** through volunteering opportunities and internal working groups.
- Continuing to deliver and improve on our Carbon Reduction Plan and Climate Action Plan, measuring and managing emissions across Scopes 1, 2, and 3.
- Supporting our **local community** with staff-led initiatives and charity work.
- Embedding ESG thinking into our client work, helping businesses across sectors reduce energy use, cut carbon, and make meaningful sustainability gains.

There's more to do - and we know this is a long-term journey - but we're committed to staying open, accountable, and ambitious as we move through the rest of FY25.



Message from Richard Dormer

Founder & Managing Director, BCR Associates

ESG is not a tick-box exercise. It's about making sure we're building a business that's not only commercially successful, but also responsible, fair and forward-looking.

At BCR Associates, we've always believed in doing the right thing for our clients, our colleagues, and our wider community. Over the past few years, that belief has grown into a more structured, company-wide commitment to people, planet and purpose.

This interim report gives a quick look at the progress we've made so far in FY25. We've seen great energy and involvement from our team, from shaping our internal ESG strategy to giving their time to local causes. We're proud of what's been achieved, but we're not standing still. The second half of the year will see us refining our targets, tracking our progress more closely, and continuing to embed ESG into our culture and operations. Thank you to everyone who's part of this journey.





BCR ASSOCIATES

Founded in 2005, BCR Associates is the South West’s leading Net Zero and Energy consultancy. With over 20 years of experience, we specialise in energy management, carbon reduction, and ESG support, working with over 800 clients nationwide. Our work focuses on helping organisations manage energy use, reduce emissions, and plan effectively for a low-carbon future.

WHAT DO WE DO?

Our services include:

- **Energy Procurement & Management** – securing contracts and monitoring usage.
- **Carbon & Net Zero Strategies** – measuring, managing, and reducing emissions.
- **ESG Support** – helping organisations meet reporting requirements and sustainability goals.
- **Utilities Infrastructure** – planning and managing utility connections and efficiency improvements. We also use our own digital platforms:
- **Visible Energy** – for monitoring and managing energy consumption.
- **Visible Carbon** – an ISO-14064-1 platform for measuring and tracking emissions.

We support clients across sectors including Manufacturing, Education, Professional Services, Hospitality & Leisure, and Property & Construction.



Our Accreditations

- Certified B Corporation
- UN Global Compact Signatory
- EcoVadis Bronze Rating

Proud Members

- Patrons of the Devon & Plymouth Chamber of Commerce
- Members of BH&HPA and GTMA
- Members of the Energy Ombudsman ADR scheme (*CU35BUSI04*) and fully disclosing since 2021.



OUR ESG APPROACH

At BCR Associates, our approach to ESG is simple: we want to do the right thing for our people, our clients, our communities and the planet. As a consultancy rooted in energy and carbon management, we know we have a key role to play in creating a more sustainable and responsible future.

Our ESG journey began with a thorough review of how we operate, how we support our clients, and where we could do better. The result is a focused, practical approach that reflects our values and aligns with globally recognised standards.

OUR FOCUS AREAS

We structure our ESG efforts around three core pillars:

Our Environment

We are working to reduce our carbon footprint and environmental impact. That includes cutting emissions, managing our energy use, and helping clients build practical, long-term sustainability strategies.

Our People

We want BCR to be a place where people feel supported, included and able to thrive. That means looking after wellbeing, encouraging collaboration, and making sure everyone can play a part in shaping our business and its future.

Our Community

We're proud to be based in the Southwest, and we aim to give back to the people and places around us. Through volunteering, partnerships and fundraising, we're increasing our community engagement and encouraging our team to do the same.

This framework helps guide the way we run our business and the way we support others to improve theirs.

HOW WE SHAPE AND MEASURE PROGRESS

We've introduced ESG working groups, added four paid volunteering days for every team member, and continue to reduce our environmental impact through our Carbon Reduction Plan and Climate Action Plan. To make sure our efforts are meaningful and measurable, we work with a number of leading frameworks and standards:

B Corp Certification

We're a certified B Corporation, which means we've met high standards for social and environmental performance and transparency. We also updated our company articles to reflect this commitment, and involved our team throughout the process.

UN Global Compact

We have signed up to the Ten Principles covering human rights, labour, environment and anti-corruption. These principles help guide our internal policies and how we work with partners and suppliers.

UN Sustainable Development Goals (SDGs)

We've chosen six goals to focus on, based on their relevance to our business and our clients:

- 7. Affordable and Clean Energy
- 9. Industry, Innovation and Infrastructure
- 11. Sustainable Cities and Communities
- 12. Responsible Consumption and Production
- 13. Climate Action
- 15. Life on Land



EcoVadis

We've achieved a Bronze rating, placing us in the top third of companies globally who take part in this internationally recognised ESG benchmarking process.

OUR ENVIRONMENT

At BCR Associates, we believe that reducing our environmental impact is not only essential for the planet but fundamental to being a responsible and forward-thinking business. As a service-based organisation, our direct environmental footprint is relatively modest, with staff commuting accounting for 49% of our emissions. However, our greatest opportunity to make a difference lies in the role we play in influencing our clients' decarbonisation journeys. That's why we focus our efforts in two key areas: improving our own sustainability performance, and helping our clients do the same. Together, we aim to drive positive environmental change both within our organisation and across the wider business community.

OUR PRIORITIES

We are currently focused on:

- Reducing our carbon footprint across Scopes 1, 2 and 3
- Improving energy efficiency in our operations
- Supporting clients with measurable, practical Net Zero strategies
- Promoting sustainable infrastructure choices

One example of this is the recent installation of LED lighting throughout our office. This change was made both to reduce energy consumption and to create a brighter, more comfortable workspace for our team. It's a small but meaningful step that reflects our dual commitment to the environment and employee wellbeing.

OUR CARBON STRATEGY

We publish and follow a structured Carbon Reduction Plan and Climate Action Plan, which outline our key environmental targets and the steps we are taking to meet them. These plans are regularly reviewed and updated to reflect our progress.

We measure our emissions using the Greenhouse Gas Protocol, across:

- **Scope 1:** Direct emissions from company-owned vehicles or equipment
- **Scope 2:** Indirect emissions from purchased electricity
- **Scope 3:** Indirect emissions from our supply chain, travel, and other external activities

These measurement processes are now embedded into our internal reporting, and we are working to improve data quality and coverage year on year.

LOOKING AHEAD

By the end of FY25, we aim to:

1. Reduce emissions from office energy use and staff travel
2. Expand Scope 3 tracking to cover a broader range of suppliers
3. Support more clients in building their own carbon strategies
4. Launch a sustainability checklist for infrastructure and procurement planning

Our environmental work is not a one-off initiative, but a long-term shift in how we operate - based on data, accountability and continuous improvement.

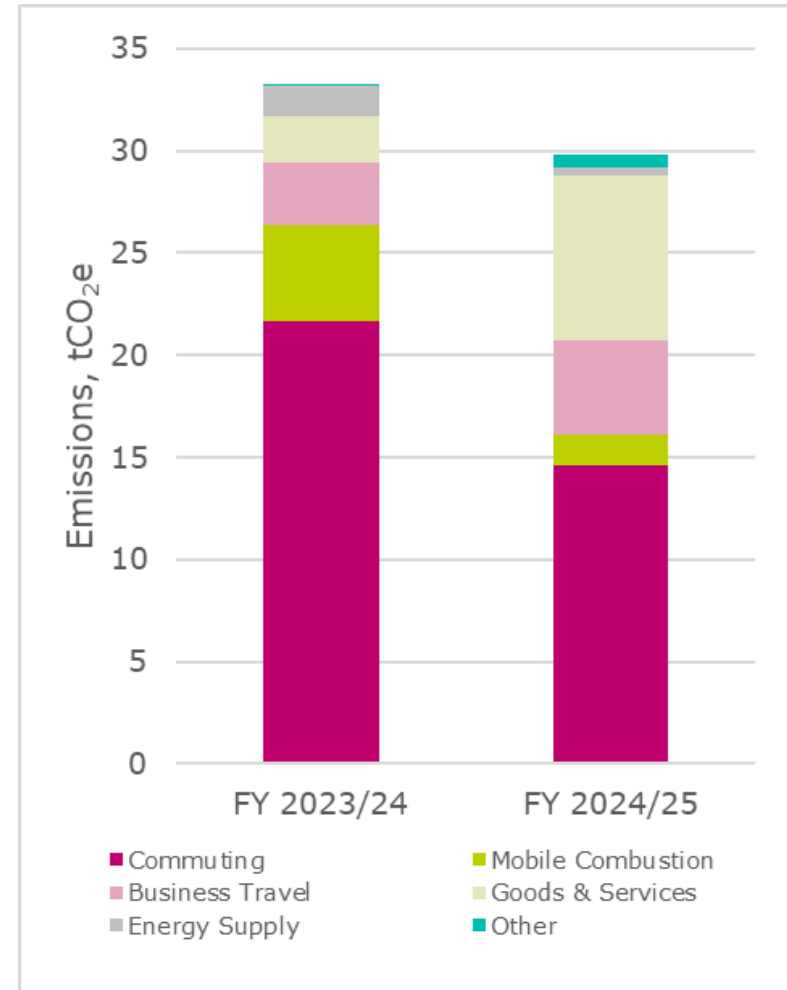


OUR ENVIRONMENT

We continue to measure and reduce our environmental footprint across operations, focusing on areas with the biggest impact.

- Our total GHG emissions decreased from **33.27 tCO₂e in FY23/24** to **29.79 tCO₂e in FY24/25**, reflecting the positive effect of targeted actions.
- **Commuting emissions** fell significantly (from **21.66 tCO₂e** to **14.57 tCO₂e**) thanks to a mix of hybrid working, and greater public transport use.
- **Goods & Services** rose (from **4.71 tCO₂e** to **8.05 tCO₂e**) due to a higher volume of purchased services and materials being reported on, which we are addressing by engaging suppliers on their sustainability practices. We are also implementing improved reporting for larger spends, shifting from spend-based to supplier specific reporting.
- **Business Travel** and **Mobile Combustion** remained relatively stable year-on-year, with ongoing monitoring to encourage lower-carbon choices.
- While our energy supply is 100% renewable (market-based reporting), the **Energy Supply** related emissions reduced from **1.55 tCO₂e** to **0.58 tCO₂e**, reflecting improvements in energy efficiency, including our LED lighting upgrade.

These changes highlight where progress is being made and where further work is needed. We will continue to prioritise reductions in commuting and supply chain emissions while supporting broader company goals to operate more sustainably.



OUR PEOPLE

As consultants, our success depends on the knowledge, integrity and motivation of our people. That's why we continue to invest in creating a positive working environment, strengthening internal communication, and building a culture based on shared values.

CREATING A SUPPORTIVE WORKPLACE

This year, we've taken practical steps to improve the day-to-day experience of working at BCR. These include:

- Introducing **four paid volunteering days** per year for every employee, allowing staff to contribute to causes they care about while building stronger ties to the community
- **Upgrading our office lighting to LED** to improve comfort and visibility, supporting wellbeing as well as reducing energy use
- Regular staff surveys and informal working groups to shape internal ESG priorities, including our B Corp submission and this interim ESG report

We encourage open communication and recognise that small changes can make a big difference to how people feel at work.

INCLUSION AND STABILITY

We are committed to being a fair and inclusive employer. Our team brings a range of skills, backgrounds and perspectives, and we aim to create an environment where everyone can contribute and develop. Our size means we can be agile and responsive to individual needs, whether through flexible working, professional development or informal peer support. We're proud of our team culture and the level of engagement we see across departments.

LOOKING AHEAD

As we move through FY25, our people priorities include:

- Expanding our internal development offer through more structured training and mentoring
- Formalising our approach to diversity, equity and inclusion
- Continuing to listen and respond to staff feedback through surveys and ESG working groups
- Recognising staff contributions through team events, case studies and storytelling

We know that when our people feel supported and engaged, they do their best work — and that creates value for our clients, our business and the communities we serve.



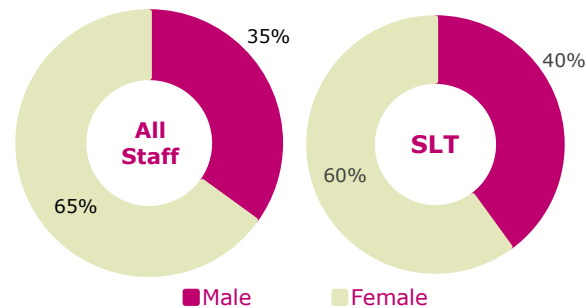
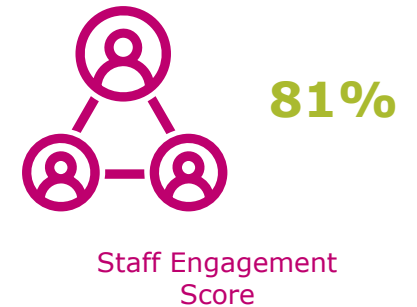
OUR PEOPLE

EMPLOYEE ENGAGEMENT & INSIGHTS

In September 2024, we conducted a staff survey to gather feedback on job satisfaction, our ESG journey, and other key areas shaping the way we work. The results showed positive sentiment in several areas:

- **Alignment with ESG** – Employees rated their interest in B Corp values highly, with an average score of **9.3/10**, showing strong support for balancing purpose with profitability.
- **Job Satisfaction** – Daily work experience received an average score of **8.3/10**, and employees reported a strong sense of meaning and purpose (**8.5/10**). Scores also highlighted good alignment with company values (**8.9/10**).

These insights are shaping our people strategy and helping us focus on areas such as wellbeing, development, and engagement.



GENDER REPRESENTATION

Our workforce is 65% female and 35% male, and it is encouraging that this balance is also reflected at the senior leadership team (SLT) level. Representation at the top that mirrors the wider organisation demonstrates our commitment to SDG 5: Gender Equality, and strengthens trust, supports diverse decision-making, and reinforces our ambition to embed equality across all areas of BCR.

INVESTMENT INTO STAFF DEVELOPMENT

Investing in staff training and development, with funding rising from £2,490 in FY23/24 to £26,903.94 in FY24/25, reflecting our commitment to supporting professional growth and equipping our team with the skills needed to thrive



OUR COMMUNITY

We are proud to be based in the South-West and believe in playing an active role in the community around us. At BCR Associates, community involvement is not just something we support. It is something we take part in directly and encourage across the business. We support our team to give their time, skills and ideas to local causes. We also invest in partnerships that create opportunities for learning, collaboration and positive impact.

VOLUNTEERING AND LOCAL ENGAGEMENT

This year, our people have taken part in a range of hands-on activities across the region. These include:

- Volunteering with **Societree**, a local rewilding project, and **Moor Trees**, who work to restore native woodland in Devon
- **Two interns from local universities** and **two school work experience students** joined us to learn more about the energy and sustainability sector
- A **bake sale raised £321 for Dementia UK**, with contributions from staff across the business
- Team members have supported other local initiatives including beach cleans and Christmas giving campaigns

We've also introduced **four paid volunteering days per year** for every employee, which gives staff more time and flexibility to get involved.

PARTNERSHIPS AND KNOWLEDGE SHARING

- We are a patron member of the Devon & Plymouth Chamber of Commerce and have partnered with them on their Green Breakfast events, bringing local businesses together to discuss sustainability in action.
- We also run our own BCR Breakfasts – informal networking events where local businesses can meet, share experiences and explore solutions around energy, carbon and infrastructure challenges.
- To help our clients stay informed, we've launched a series of webinars focused on energy management, regulatory changes and practical steps towards Net Zero.

LOOKING AHEAD

In the coming months, we plan to:

- Track and report on volunteering participation and hours
- Build new partnerships with local schools, charities and green initiatives
- Host more BCR Breakfasts and client webinars to expand access to practical advice
- Encourage staff to lead or shape future community-focused initiatives

Our community involvement is growing each year and reflects the values of our team and the kind of business we want to be. We believe that contributing locally helps us all stay connected, informed and grounded in the real-world impact of what we do.



Total funds raised for local/national causes



Number of school/university placements hosted



DOING BUSINESS ETHICALLY

We believe that how we run our business is just as important as what we deliver. Governance at BCR Associates is about building trust, acting with integrity, and making sure our decisions reflect our values.

As a certified B Corporation, we are committed to upholding high standards of transparency, fairness and accountability. These principles shape how we work with clients, colleagues, suppliers and the wider community.

BUILT-IN ACCOUNTABILITY

In line with our B Corp commitments, we have updated our Articles of Association to ensure that environmental and social considerations are built into our decision-making at the highest level. This legal change reinforces our belief that success should be measured by more than financial outcomes alone. We also take part in regular assessments through EcoVadis and the B Corp Impact Assessment, helping us identify areas for improvement and track our progress over time.

TRANSPARENCY AND CLIENT TRUST

Trust is central to how we work. Since 2021, we have disclosed **all commissions** for procurement to clients in full. This commitment to transparency is reflected in every part of our client relationships - from procurement to reporting and long-term strategy.

We are also members of the Energy Ombudsman Alternative Dispute Resolution (ADR) scheme, which provides an independent and transparent way for clients to raise concerns. Our registration number is **CU35BUSI04**.

RESPONSIBLE SUPPLY CHAINS

We are currently developing a Supplier Code of Conduct, which will be introduced by the end of 2025. This will set out the standards we expect from our partners in areas such as ethics, environmental performance, labour rights and diversity.

We already apply sustainability criteria when assessing new suppliers and aim to strengthen this further over the next 12 months as we expand our Scope 3 emissions reporting.

LOOKING AHEAD

Our governance priorities for FY25 include:

- Publishing our Supplier Code of Conduct and rolling it out across our supply chain
- Improving internal reporting and tracking around ESG KPIs
- Continuing to embed ESG considerations into procurement and risk processes
- Strengthening staff understanding of ethical business practices through training and team involvement

We see good governance not just as compliance, but as the foundation for long-term, purpose-driven growth.



PROGRESS TOWARDS SUSTAINABLE DEVELOPMENT GOALS

PROGRESS TOWARDS THE UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) provide a globally recognised framework for addressing the world’s most pressing social, environmental, and economic challenges.

For BCR, aligning our strategy and actions with the SDGs ensures that our work contributes to meaningful global progress while also creating long-term value for our people, clients, and communities.

This year’s assessment, as part of our B Corp Assessment, shows encouraging progress across key goals, with particularly strong performance in areas such as SDG 13: Climate Action (85.8%). These results reflect our commitment to reducing our environmental footprint, supporting employee wellbeing, and embedding sustainability into our operations.

While there is more to do, our performance demonstrates that the steps we are taking - from reducing carbon emissions and improving workplace sustainability to supporting equality and community engagement - are moving us in the right direction. The SDGs give us a clear benchmark to measure our impact and help us identify where further effort and innovation are needed.



ABOUT THIS REPORT

- This interim report is a summary report that showcases BCR Associates Environmental, Social and Governance operations from the period 01/02/2024 to 31/08/2025.
- Future reports will be annually issued by the end May for the period of the past fiscal trading year which is 1st February to 31st January.
- All graphs and measurements within this report are for the period 01/02/2024 to 31/01/2025 which is BCR Associates trading year.
- To learn more about BCR Associates and the contents within this report please visit our company website www.bcrassociates.co.uk or email info@bcrassociates.co.uk



Environment, Social & Governance

Interim Report August 2025