

2024

SUSTAINABILITY REPORT

2024 and beyond…

ESP
Knowledge - Insight - Consultancy - Training

Welcome



Explore in this report how ESP takes its sustainability commitments seriously.

Environmental Solutions through Partnership Limited (ESP Ltd) is an environmental consultancy co-founded in 2004. It is based on a business model around a partnership approach which delivers environmental services to a diverse client base in the UK, France and Ireland. A partnership approach fosters a long-term relationship with customers by ensuring that effective solutions are provided.

We continue to be carbon neutral.

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Statement from our Founders

Andrew Fletcher & Keith Hampshire provide a 2024 perspective

We continue to shape our team to service the needs of our clients in the best way possible. We can do that in a sustainable way, understanding that the actions that we undertake now may affect future generations. Our Wellbeing Programme – 'Thrive', initiated in 2019, has stood us in good stead and in 2024 our overall employee satisfaction was 78% which is all credit to our people, processes and our clients.

Since our last update, we have continued utilising our hybrid working model (which involved working at the office/home/client sites) and the use of videoconferencing (the acceptance of which on a global scale was a positive result of working from home during the pandemic). The mixture of hybrid working and videoconferencing has resulted in meetings that would have previously generated a large carbon footprint via travel, being relatively time efficient along with a very small carbon emission in comparison.

In our previous sustainability reports, we have explained how we mitigate and offset our carbon emissions. It is pleasing to report that we continue to be carbon neutral (and this year we are even carbon positive!) based on reducing our carbon activities and offsetting the remainder.

Our clients and associates make the sustainable growth of our team possible and we would like to thank them, our business partners and John Sharpe, our Non-Executive Chair, for continued support and commitment.

We would also like to thank our dedicated team at ESP, who work hard to deliver the sustainable business practices detailed in this report; with their help, we look forward to 2025 and beyond.

Environmental Solutions through Partnership

We strive to be sustainable in how we approach our work with clients and conduct our business as an organisation.



Environmental

We examine and understand environmental risks on behalf of our customers whilst maintaining carbon neutrality.



Solutions

We provide sustainable solutions through a professional, systematic approach, ensuring we are honest, trustworthy, fair, and providing best value.



Partnership

We work closely with clients to develop a sustainable relationship which provides a high-quality outcome.

Thrive

It is our team's well-being philosophy that intertwines into everything at ESP

So, what is it all about?

We acknowledge that our workplace well-being is influenced both physically and mentally.
Physical well-being covers elements such as general fitness, access to natural daylight and temperature control - essentially, things that directly impact a body.
Mental well-being is a state that enables people to cope with the stresses of life, realise their abilities, learn and work well, and contribute to a community.

We believe, as does the World Health Organisation, that mental health is a basic human right and that it is crucial to personal, community and socio-economic development.
Mental well-being exists on a complex continuum, which is experienced differently from one person to the next, with varying degrees of difficulty and distress and potentially very different outcomes. Exposure to unfavourable circumstances increases people's risk of experiencing mental health conditions.



Thrive

There has been a scientific connection linking environmental sustainability and mental health. Studies have shown that environmental degradation e.g. pollution and biodiversity loss, can negatively impact mental health while sustainable practices can promote well-being.



Appointed a well-being lead, Karen Brewer, who has high “emotional talent”.

A ‘protective factor’ that serves to strengthen resilience through understanding individual social and emotional attributes as well as the demands of our work and our community at ESP.

Confidential mentoring and annual assessment to shape company strategy.

It is an integral component of health and underpins individual and collective abilities to make decisions, build relationships and shape the world we live in.

Our Culture

'How we do what we do?'

Systems

ESP designs its processes on delighting the customer.

Behaviour

We interact with each other and our customers in a way that is beneficial to all involved.

Values

We are fair, respectful, considerate of others, honest and trustworthy, reliable and dependable, productive, efficient and committed to achieving our customers' requirements.



Landscape Architecture

Professional, practical, and sustainable Landscape Planning and Design solutions

Our partnership approach fosters long-term relationships with clients, development teams, regulatory authorities, and local communities. We understand the importance of maintaining and enhancing the landscape for a wide variety of human and wildlife amenities.

The creation of sustainable landscapes involves a complex balance of:

- Maintaining or improving biodiversity - making space for wildlife
- Prudent use of natural resources - making the best use of site resources and minimising waste
- Enabling sustainable business - resolving conflicts between business and the environment
- Creating social benefits - from individual well-being to effective communities
- Creating opportunities for aesthetic enjoyment – designing for all five senses

Landscape & Visual Impact Assessment;
Environmental Impact Assessment;
Landscape Policy & Strategy;
Expert witness at Planning Inquiry;
Landscape Design;
Computer Modelling & Visualisation;
Feasibility Studies;
Residential sustainable landscape assessment;
Stakeholder Consultation.

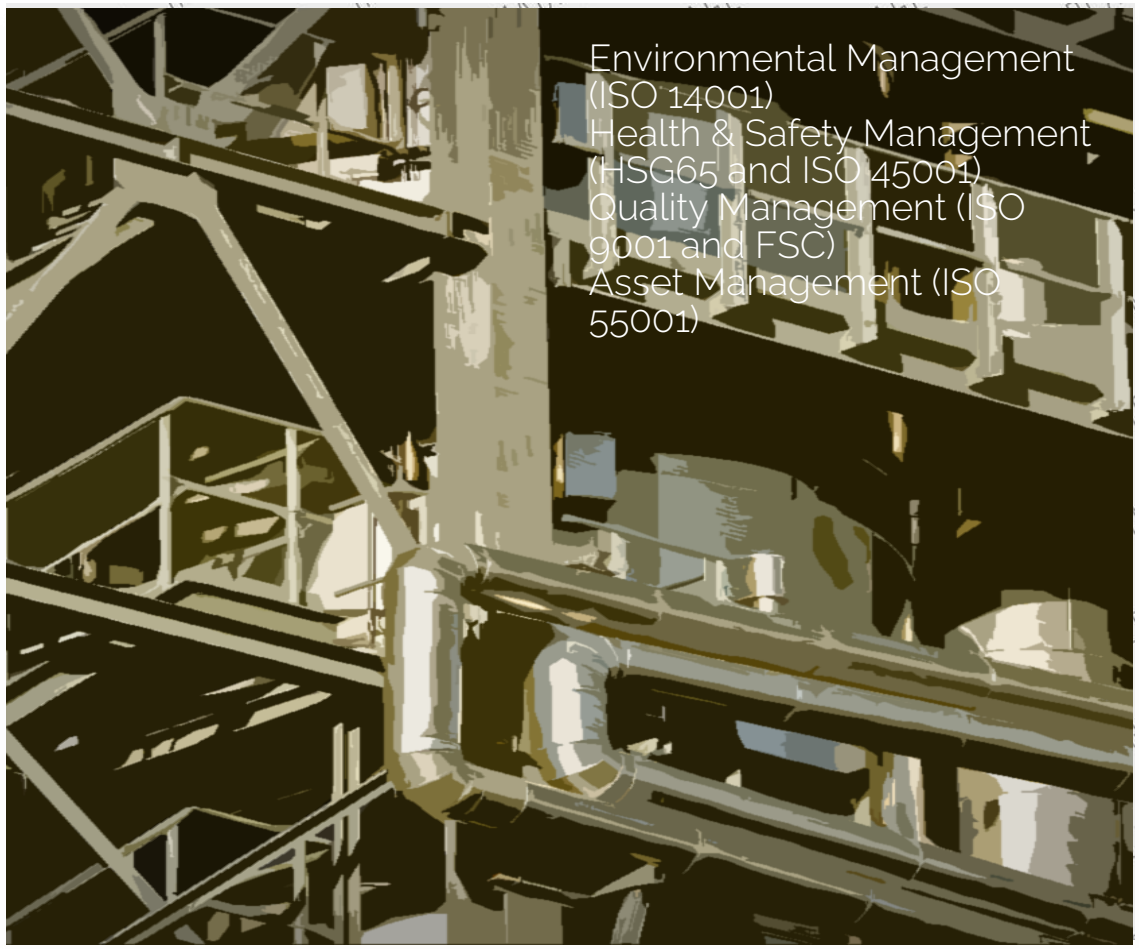


Management Systems

Working with businesses to develop tailored Environmental, Energy, Health & Safety and Quality Management Systems

ESP assists businesses in developing a management system that works in the specific context of the company. This facilitates a systematic approach to examining a company's activities. We work in partnership with customers throughout the whole management system development process. This includes gaining commitment to the program from all levels of management, scoping the good practices already in place and helping to identify any training needs.

We also undertake audits and evaluations. This can include:



01
A "look-see" audit. Gap analysis against a Standard.

02
A preparatory or "context" review from a macro perspective.

03
A full review of current practices.

04
Internal audit of an existing certified system.

05
Legal compliance and waste management.

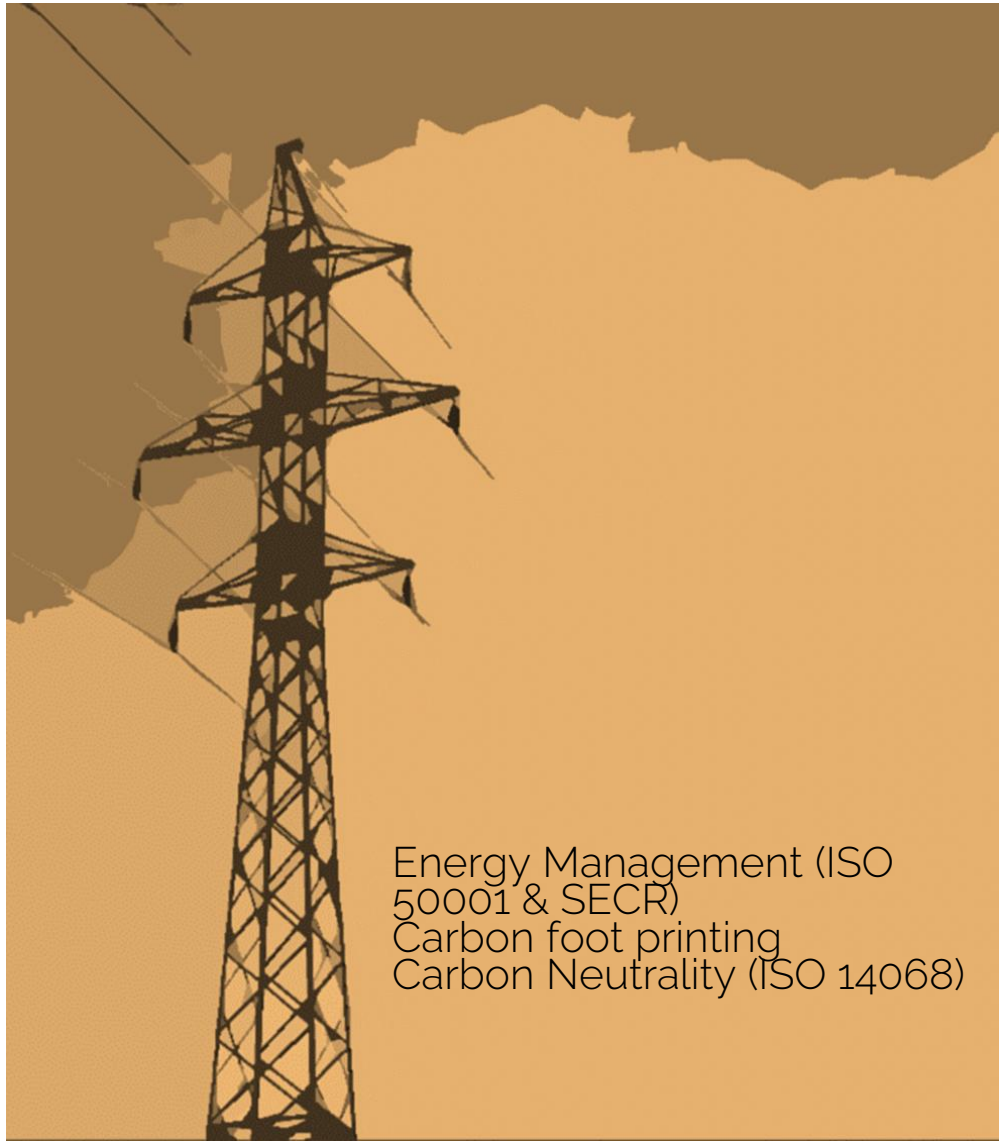
Energy & Carbon Consultancy

Assisting organisations with the implementation and auditing of energy management systems (EnMS) to ISO 50001.

An EnMS is known as one of the most cost-effective methods of energy and cost-reduction which of course can lead to defining a carbon footprint and the reduction in carbon dioxide emissions. Many businesses choose to adopt ISO 50001 because accreditation acts as a route to the Energy Savings Opportunity Scheme (ESOS) compliance.

Quoted companies, large unquoted companies and LLPs have to report Energy and Carbon within their annual accounts reports under Streamlined Energy and Carbon Reporting (SECR). ESP assists companies in formulating this data ready for the Directors of the company.

Carbon (and Energy) data validation is becoming increasingly common as a service that ESP undertakes. This is a forensic analysis of data presented to determine the level of accuracy and to act as a “critical friend” prior to public or governing body reporting.



Training

Providing courses to suit our existing and potential client requirements.

We deliver both remote and classroom-based training, as well as videoconferencing options.
Training is the process of teaching or learning the knowledge and skills needed to perform a specific task or activity.
Training is important for several reasons. It can help to:

- Acquire new skills and knowledge
- Improve performance in a current job
- Prepare for a new job or career
- Meet the changing demands of the workplace
- Stay up-to-date on the latest legislation, technologies and trends

There are many different types of training, such as, spill training which we offer to a variety of clients.

In today's rapidly changing world, it is more important than ever for people to have the skills and knowledge they need to succeed. Training can help people to stay ahead of the curve and achieve their career goals.



Our Main Sustainable Impact

Our greatest significant risk to the environment is through business-related greenhouse emissions from predominantly travelling to our clients.

Since 2018 we have maintained a sustainable travel policy.



Transport

Our travel policy is based on the Transport Hierarchy, which notes the most preferred mode of transport, based on how environmentally sustainable the mode of transport is.

Hire Cars

As appropriate, we rent new, more fuel-efficient and maintained cars, therefore reducing the use of fossil fuels. We strive to carpool wherever possible. This is an essential process in lowering our carbon emissions,.

Videoconferencing

We have increased the amount of consultancy we do via remote services, such as video and telephone conferencing, meaning we maintain our strong partnerships with clients whilst reducing our carbon footprint.

Public Transport

As appropriate, we attempt to use public transport to reduce our overall total greenhouse gas emissions. We strive to use most environmentally beneficial form of transport.

Our Other Sustainable Impacts



We understand that our environmental impact is not limited to our use of transport. Several of our impacts are created through our office activities which need to be mitigated and controlled through initiatives to reduce the relative quantity and severity of associated impacts.

Energy consumption

Daily operations in our office cause an indirect contribution to CO_2 emissions. As an occupier of Wolverhampton Science Park, 10 to 15% of the annual electricity usage is supplied from 261 solar PV panels on the buildings throughout the site.

Electronic document storage

We store our documents electronically. This facilitates a significant reduction in our paper usage, reduces intensive printing activities and saves storage space.

Office stationery and waste

It is particularly important that waste produced from in-house activities is reduced to try and avoid waste being generated. The waste in our office is taken away by the Science Park team as 'co-mingled' and is then separated into waste streams. However, we do promote recycling within our office through the use of colour-coded bins to indicate where to correctly dispose of any waste in the office.

Online banking

We have electronic statements and pay our suppliers through electronic transfer of money.

Social Responsibility

Health & Safety

We take the health and safety of our employees and clients very seriously which is why we have a Health & Safety System. We are pleased to declare that there have been no reported health and safety incidents and our team members have undergone first aid training.

Equality & Diversity

At ESP we discriminate - we only choose the best people to work for us! Other than that, we're not bothered. That is why we have a stringent Equality and Diversity Policy which is available on our website.

Future talent

We enjoy developing people including those who have graduated from university and come to work with us. Our intention is that we find talent that can be part of the future of ESP. Some graduates leave to further their studies or want to take their careers in a different direction. We are supportive of this but always want to understand by our 'departing employee interview' how we can improve to retain its top talent.



23 TCO_2e

Our carbon footprint
for 2023-2024

Our carbon footprint

Our carbon footprint is derived from “Scope 3” indirect emissions (TCO_2e):

14.06	5.41	0.74	2.61
Purchased Goods & Services	Business Travel	Employee Commuting	Homeworking

Rounded to 23T.

Operational Boundaries

We occupy office space in Wolverhampton Science Park along with many other companies.

Therefore, there is no way of understanding how much gas or electricity we consume, or waste from our office that we generate. We also have no company cars. Within Purchased Goods and Services, we account for the TCO_2e from being a licensee of the University of Wolverhampton (Wolverhampton Science Park).

Our carbon reduction plans

What we are doing.	Why?	When?	Implication to Carbon Footprint.	Progress
If practical, determine in conjunction with the University of Wolverhampton (Wolverhampton Science Park), the carbon footprint of utility and waste consumption from our offices.	To increase the validity of our data. Currently, this is assessed by the financial spend method.	31st December 2025	This may increase the overall carbon footprint.	We have received data from Wolverhampton Science Park that we will examine in order to determine whether calculations based on the occupation of space is more accurate than the financial spend method.
Understand the carbon footprint of the rental cars we hire based on the class size of the rental car.	To increase the validity of our data.	31st March 2026	This may increase the overall carbon footprint.	
Investigate the use of electric vehicles along with our rental car provider.	We are currently provided vehicles on an availability basis. This means that we can have any vehicle within the class specified.	31st March 2026	Potentially reduces our carbon footprint and lowers local air pollution.	

Our Carbon Neutrality

Through our efforts to continuously minimise our carbon footprint, we have a total of 23TCO_2e remaining.

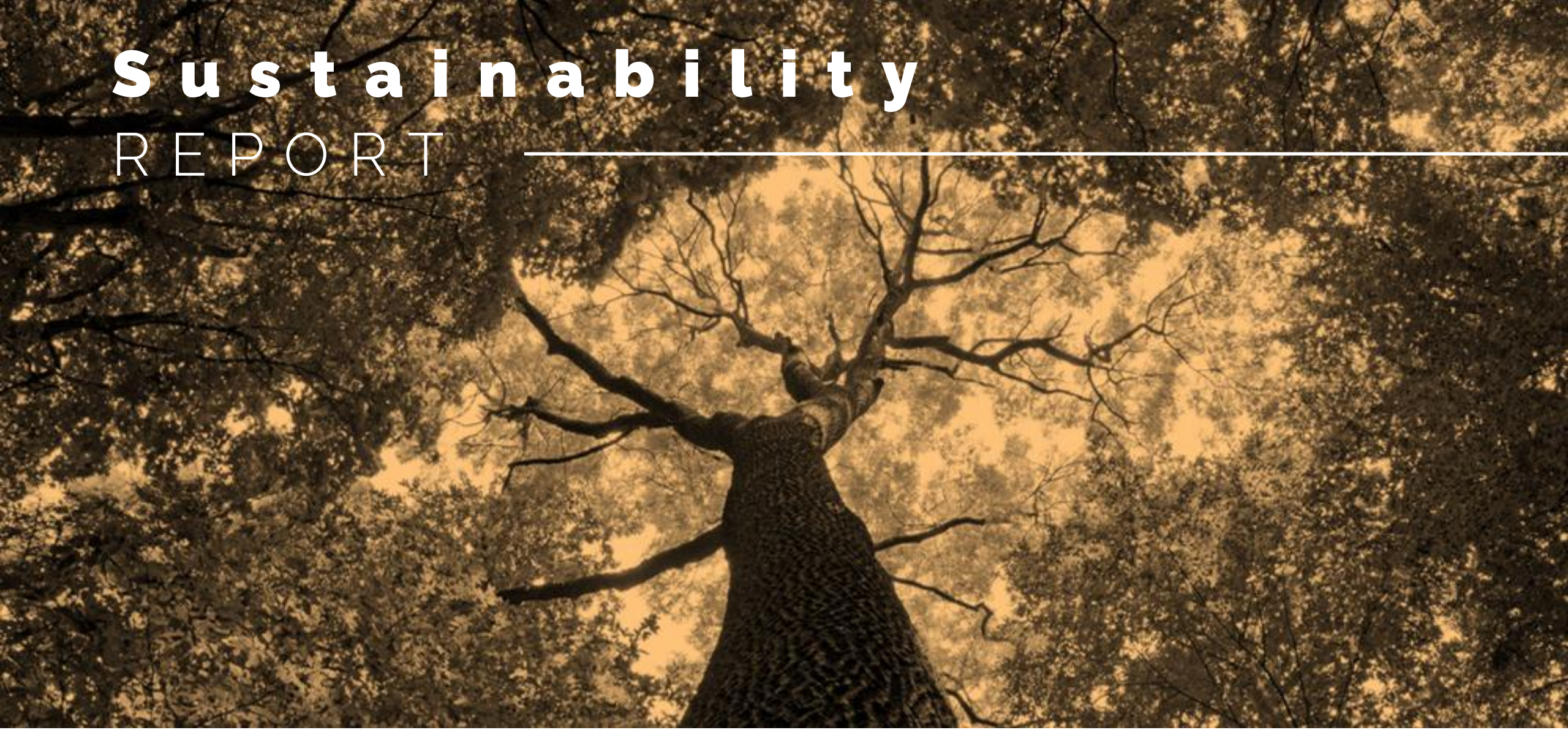
We have decided to offset this with an organisation called “Make it Wild” who plant trees here in the UK.

This year, 9 trees (equivalent to 30TCO_2e) have been planted in the ‘Waller Woodland’ at Rowan Tree Farm Reserve, Derbyshire, resulting ESP becoming Carbon Positive.

The new woodland will join the existing well-established woodland near the river valley. This will extend the area available to woodland dwelling wildlife. Owls are often seen in the river valley so new owl boxes will be installed to entice new breeding pairs.



Sustainability
REPORT



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