Report 5: Race to Zero Carbon Footprint Report 2024-2025

December 2025

Table of Contents

1. Introduction

In July 2021 Efeca joined the United Nation's Race to Zero campaign. Race To Zero is a global campaign to rally leadership and support from non-state actors - including companies, cities, regions, financial, educational, and healthcare institutions - for a healthy, resilient, zero carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth. It mobilises a coalition of leading net zero initiatives; as of the end of 2024, the campaign included more than 15,700 members across 150 countries, representing 1,139 cities, 48 states and regions, 12,480 businesses, 9,435 SME's, 691 financial institutions, and 1,208 Higher Education Institutions.[1] These 'real economy' actors joined 146 countries starting in 2021 in the largest ever alliance committed to achieving net zero carbon emissions by 2050 at the latest.

Efeca has pledged to halve emissions before 2023 and achieve net zero emissions by 2040.

As a small business, Efeca joined the Race to Zero through the UK's SME Climate Hub, along with many other small and medium sized UK businesses. Efeca pledged to halve emissions before 2030 and achieve net zero emissions by 2040. The first step in this journey was to measure our baseline emissions, for the year 2019-2020. We then measured and reported our emissions for 2021-2022 so that we would have a comparison for a more normal (non-Covid) year.

This report contains the outcomes of our reporting calculation of our greenhouse gases (GHG) emissions for April 2024 – March 2025. It includes information on our company, background on our choice of baseline year, information on our scope of reporting and methodologies, and information on our GHG emission totals (in Section 3). In Sections 5 and 6 we compare our performance against previous years, and discuss our progress on our goals for reaching net zero, our plan of action and our chosen KPI's for reporting.

[1] https://www.climatechampions.net/media/urmfekf1/race-to-zero-2024-progress-report.pdf

2. Descriptive information

The following gives an overview of Efeca: who we are, what we do, and what we are reporting on for our 2024-2025 footprint.

Table 1: Overview of Efeca

Descriptive information	Company response
Company name	Emily Fripp and Associates Ltd. – trading as Efeca and Efeca Éire (founded in September 2023)
Description of the company	Efeca provides advice and support to develop, implement, monitor, evaluate and report on national and international policies, regulations and private sector commitments, both voluntary and mandatory, on the sustainable and legal sourcing of natural resources, with a focus on agricultural and forest risk commodities.
Chosen consolidation approach (equity share, operational control or financial control)	Operational control
Description of the businesses and operations included in the company's organizational boundary	A consultancy with 12 Full time equivalent (FTE) team members: (14 employees, 1 work experience student and 2 associates, 6 of which were part-time in this period – 17 individuals). 12 FTE total for the purposes of this report. Hybrid office/home working. One office, Space House, Bournemouth. In previous years, we had an office in Dorchester, which was closed in December 2022.
The reporting period covered	April 2024 – March 2025
A list of scope 3 activities included in the report	• Business travel emissions • Home working emissions – we elected to include home working emissions because home working is a significant part of our working style, even pre-pandemic.

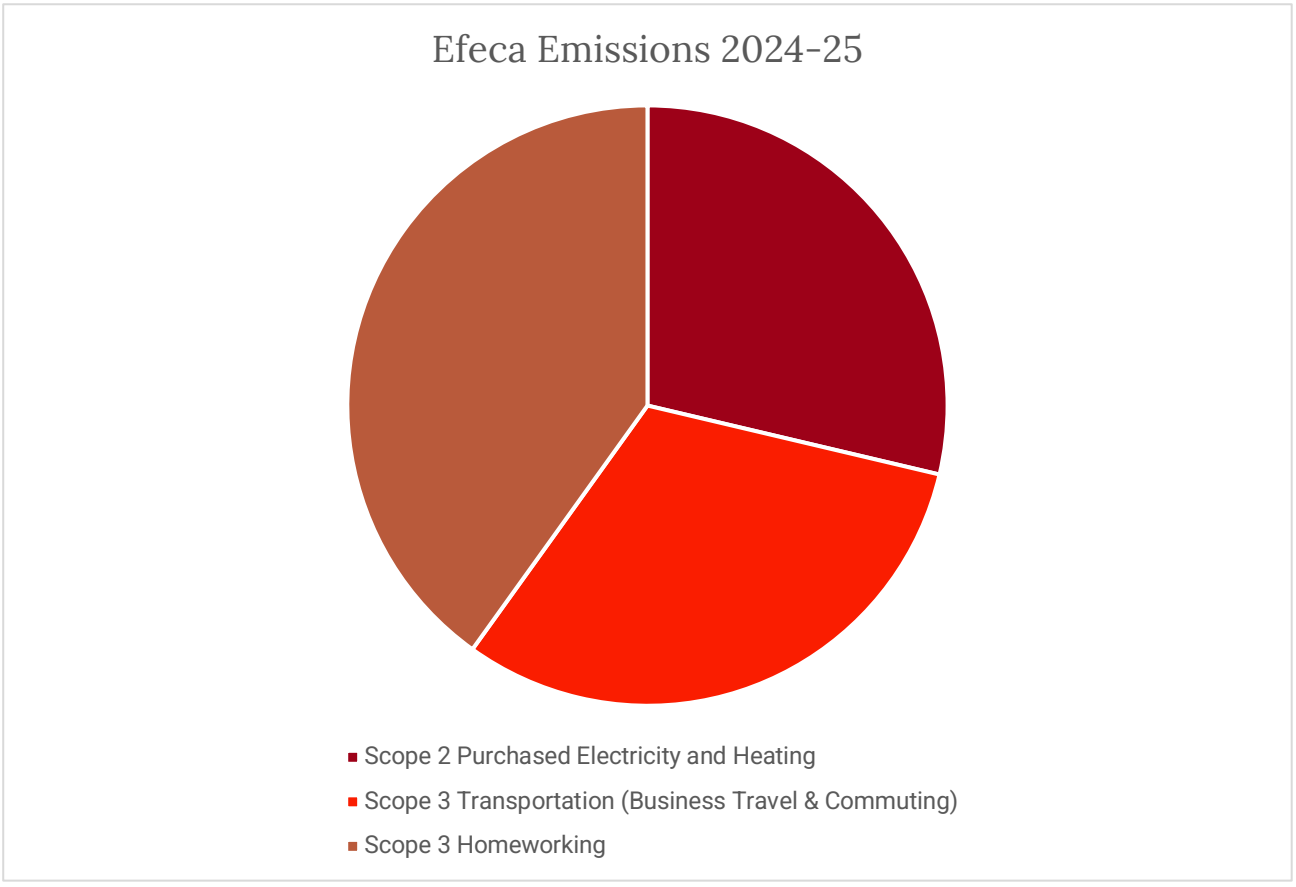
A list of scope 1, scope 2, and scope 3 activities excluded from the report with justification for their exclusion	**Scope 1** • Mobile Combustion – no vehicles owned by the company • Stationary Combustion – none undertaken on site • Refrigerants – unable to obtain this level of detail on air-conditioning in rented offices **Scope 3** • Waste – negligible amounts
The year chosen as base year and rationale for choosing the base year	April 2019 – March 2020, according to our tax year. We chose this year as we believe it represented a more 'normal' year in terms of travel activity (pre pandemic). We then measured 2021-2022 (skipping 2020-2021), 2022-2023 and 2023-2024 when operations had regained more normalcy post-pandemic.
Once a base year has been established, the chosen base year emissions recalculation policy. If base year emissions have been recalculated, the context for any significant emissions changes that triggered the recalculation.	Policy of recalculation – to be fully transparent in future reporting if we decide to recalculate or correct the baseline year.

3. Greenhouse gas emissions data

The below outlines our overall carbon footprint, and provides detail on our energy use, business travel and per capita footprint.

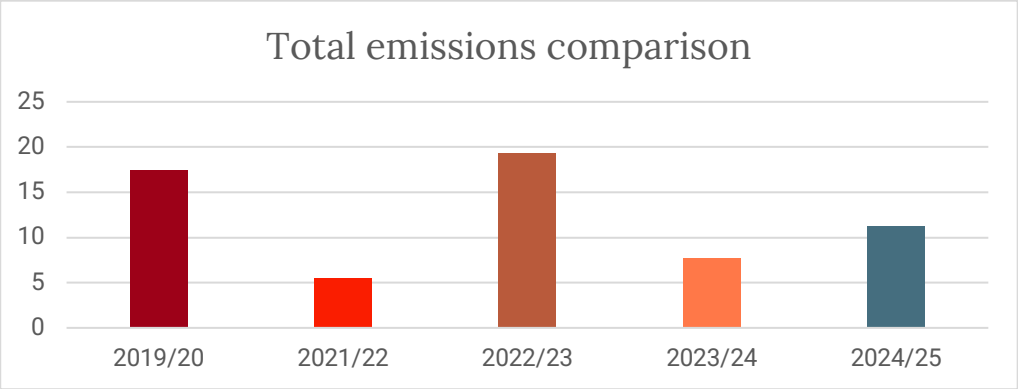
Table 2: Efeca's overall carbon footprint for 2024-25

Scopes and categories	Metric tons CO_2e
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	3.23
Scope 3: Business travel & Commuting	3.51
Scope 3: Working from home	4.51



Our overall carbon footprint of 11.25 tonnes is lower than our baseline year of 17.39 tonnes and has reduced by 43% since our baseline year. For the second year in a row since we began measuring, homeworking makes up the largest portion of our emissions. This reflected this year's lower rate of business travel (mainly through a reduction in flights, compared to our baseline year and 2022-23) as well as the fact that the majority of our team worked primarily from home (11 out of 17). We discuss the changes per Scope in the sections below. The below graph compares the 5 years.

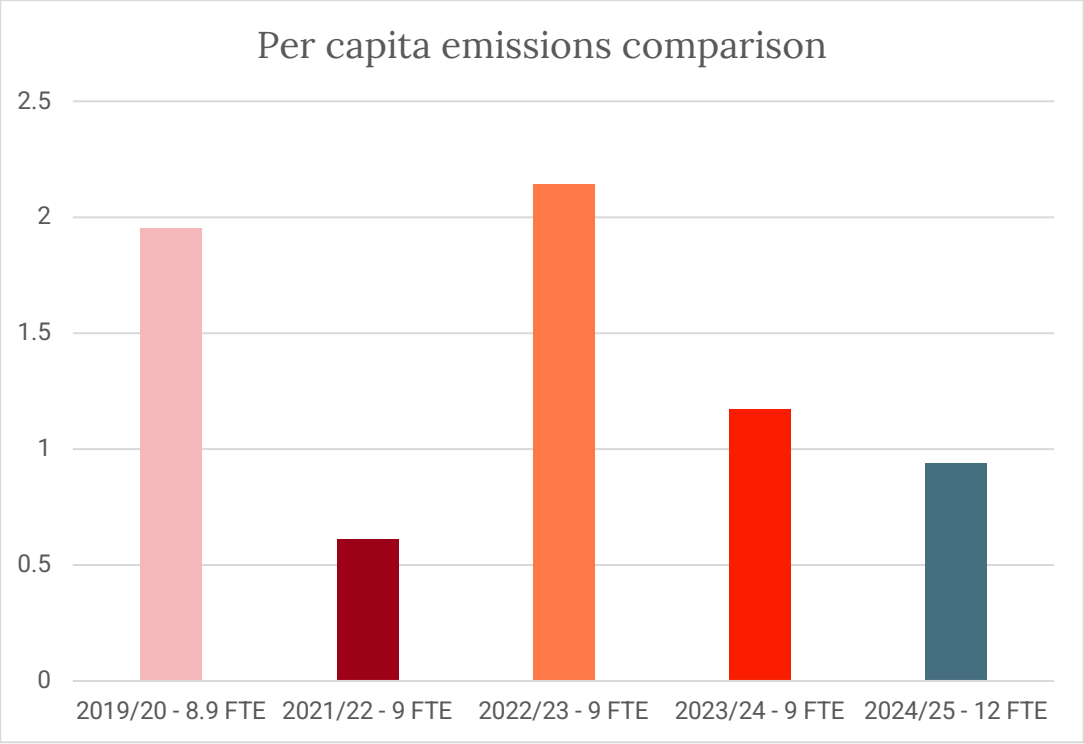
Our footprint is
43%
lower than our baseline year



3.1 Per capita emissions

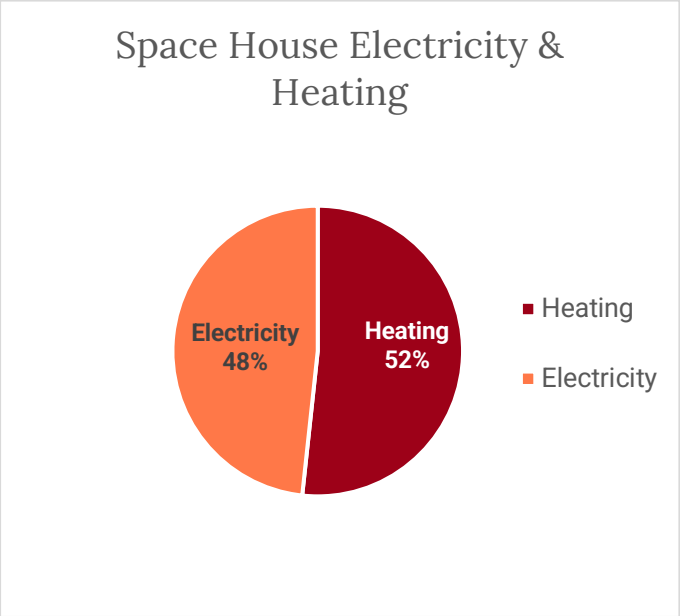
In terms of per capita emissions, our FTE team members remained largely the same from 2019 to 2024 (8.9 vs 9 FTE), and then in 2025 grew to 12 FTE. Our tonnes per FTE reduced significantly from 1.95 to 0.94 tonnes per capita.

Our per capita emissions are
52%
lower than our baseline year



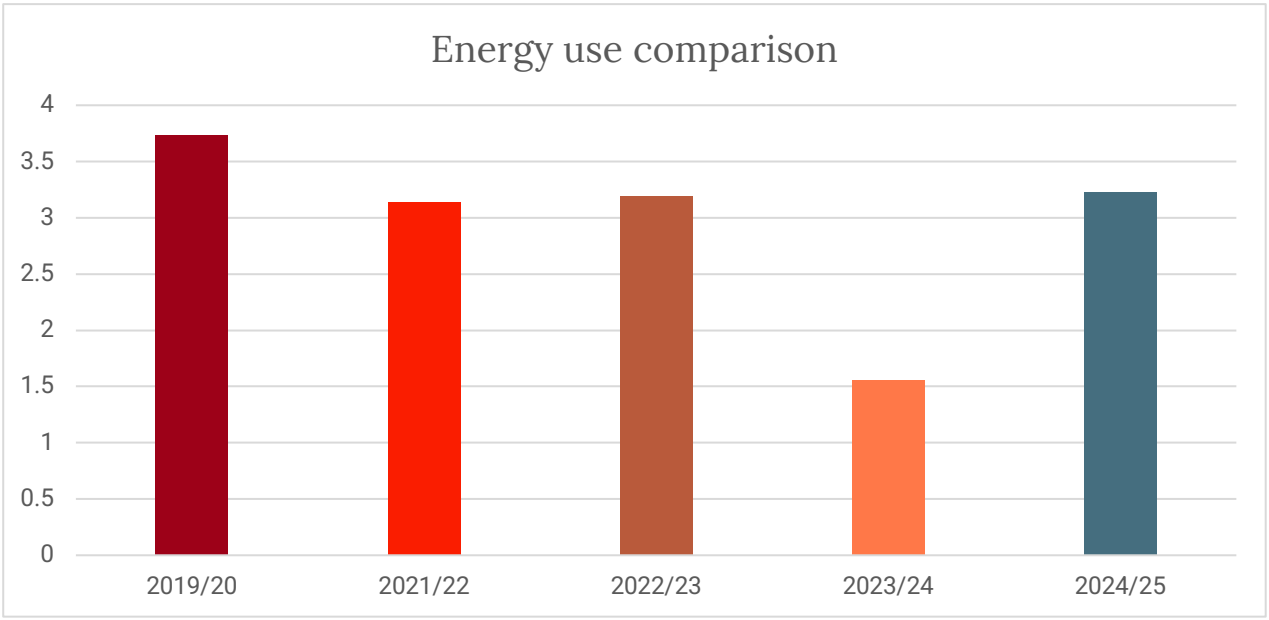
3.2 Energy use

Our office space electricity and heating for our one location at Space House is shown to the right.



Our energy use has lowered from 3.73 tonnes in our baseline year to 3.23 tonnes in 2024-25 – a 14% decrease, but an increase from last year's 1.56 tonnes. We believe this increase reflects the fact that the energy use of the office space we occupied is measured in floor totals, and last year, half of our floor was not occupied. This year, it was. We have modified our own behaviour regarding energy consumption, but if the other occupants of the floor are not modifying their behaviour, our usage figures will still be affected. To help, we aim to engage with the other occupants of our floor to influence their energy use (reduce heating and air con use) and possibly to restart the Energy Action Group for the whole building that we had previously created, in order to get the other companies thinking about their behaviour around energy usage.

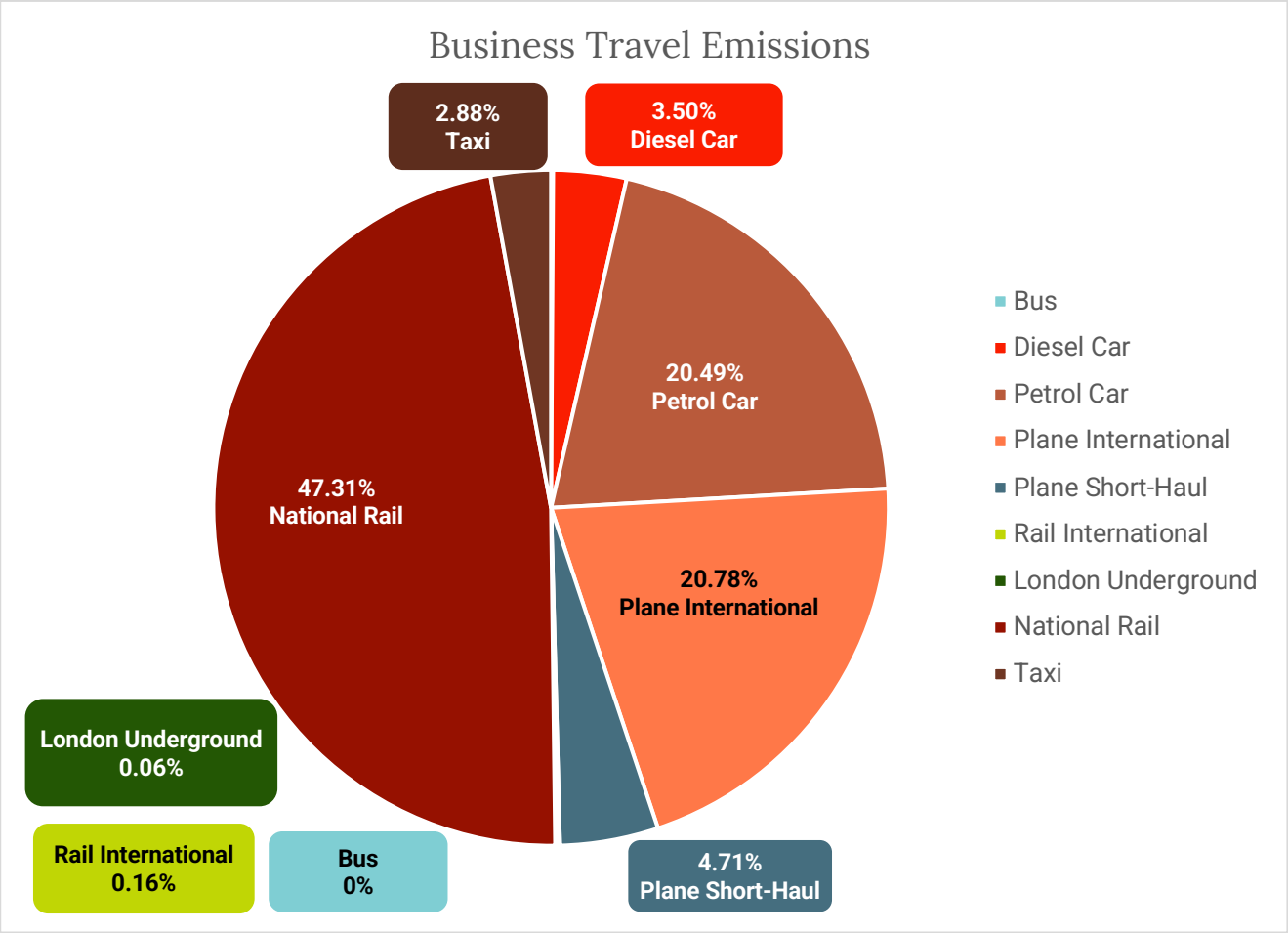
Our total electricity and heating energy over the years are compared below, encompassing usage at 3 different locations (although since Dec 2022 we have only occupied one location at Space House).

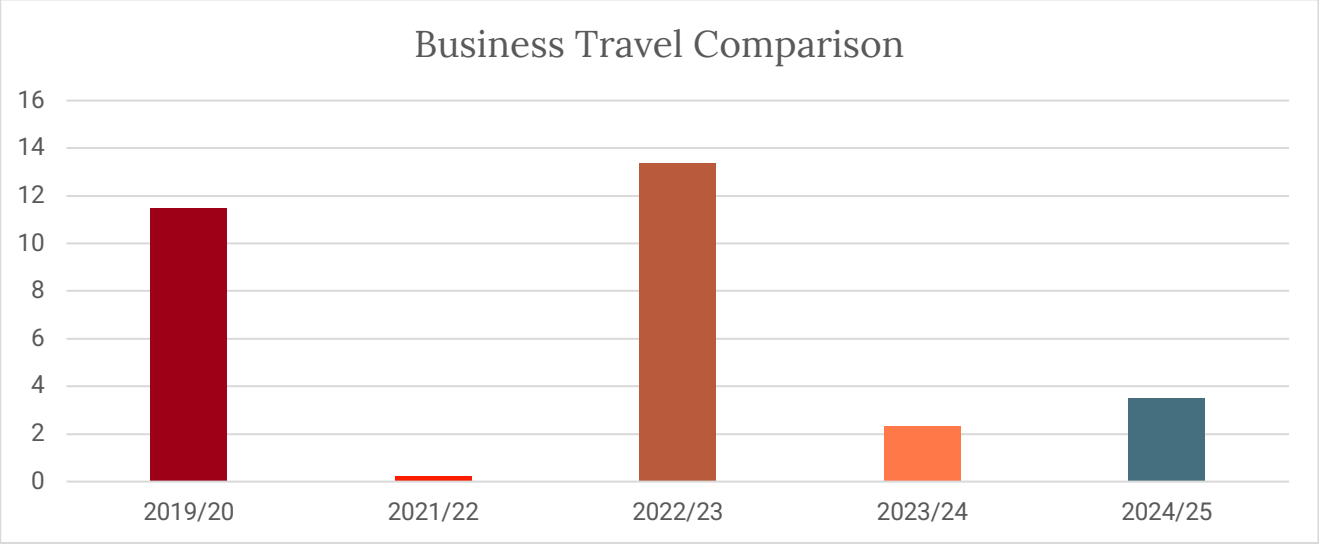


3.3 Business travel

Our business travel has gone down since our baseline year (3.5 tonnes in 2024-2025 versus 11.47 tonnes in 2019-20), mainly due to fewer flights undertaken this year by our team than in our baseline year. Our business travel emissions have increased slightly from last year's 2.34 tonnes however, again due to long haul flights for projects. Our commuting emissions were included this year in our general travel calculations (we began calculating them in November 2022). Commuting emissions are rather small, as many employees work from home, and do not travel to the office daily. The largest portion of our travel

footprint comes from National Rail. We are pleased about this as it reflects the success of our public transport first travel policy (more information on this in section 6.2).





4. Description of methodologies and data used

The below table describes the various methodologies and data sets we used to calculate our emissions, along with their predicted accuracy.

Table 3: Scope and methodologies / data sets used to calculate emissions

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
Scope 2	Facility 1 (Space House, Bournemouth): obtained electricity and gas units used from building accounts team. As usage is measured per floor, and we roughly share half of the floor space of Floor 1 with another company, we halved the figures to cover our usage.
Scope 3	Business Travel - we created a bespoke system to capture information on trips taken, mode of travel, mileage, and calculate carbon emissions from our business expenses. Home working – Please see below for a full methodology on calculating home working emissions. We based our calculations on a methodology outlined by Eco Act in partnership with Lloyds banking group and Nat West. (https://info.eco-act.com/en/homeworking-emissions-whitepaper-2020). We refined our calculations by adapting the working hours more precisely to Efeca hours/holidays.

The below table outlines the types of data and data quality for our calculations.

Table 4: Type of data and data quality

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions	Percentage of emissions calculated using data obtained from suppliers or other value chain partners
Scope 2	Energy bills used for Space House.	Time period is April 24 - March 25. Energy bills should be accurate.	Space House - Energy units for Efeca usage, in kWh, obtained from building accounts per floor. For both offices, used UK grid emissions factor. Halved as we use roughly half the floor space of Floor 1 (our office is actually slightly less than 50% of floor space).	100%
Scope 3 - Business travel and Commuting	Tracked via both timesheet and monthly expense submissions, where mileage travelled is recorded.	Data quality excellent.	Used GHG Protocol emissions calculation tool, using Defra emissions factors.	n/a
Scope 3 - Home working	Used the methodology outlined in the report "Homeworking emissions whitepaper" published by Eco Act in partnership with Nat West and Lloyds Banking Group.	Data on days per week spent working at home varied – for some employees, this was well known due to set scheduling and for others was estimated in hindsight.	Have the full detail on methodology used to calculate working time, electricity consumption per desk (computers and lights), and heating incremental in our GHG calculation spreadsheet. Summary also listed below. Used emissions factor from UK Gov for 2024.	n/a

4.1 How we calculated our homeworking emissions:

Our methodology on our homeworking emissions is outlined below.

- Firstly, we worked out the proportion of time we all spent at home (this may be in months, or percentage of the working week) and we then times it by 142 working hours per month and 10.6 working months (see calculation listed in Excel from EcoAct paper).
- For energy use at home – we times 150 Watts (total estimated per desk, including lighting and workstation) by the total hours worked at home, and divided that by 1000 to get kWh.
- For incremental heating use – we times 5 kWh by total hours worked at home. Then we divided this by 6/12 or 2 to take into account that heating is used 6 months of the year. We also took into consideration that some employees may not use heating (Florida) or may not have worked for Efeca in the heating period, or may not have worked at home in the heating period (we wrote our notes on working practices per employee in our working notes section). We had to divide this number again by 2 if the space is shared with someone else (or 3 if shared with 2 people, etc.)
- Finally, we used the UK grid average emissions factors listed in Excel to calculate total emissions, ensuring we used different emissions factors for Florida, Argentina and Ireland.

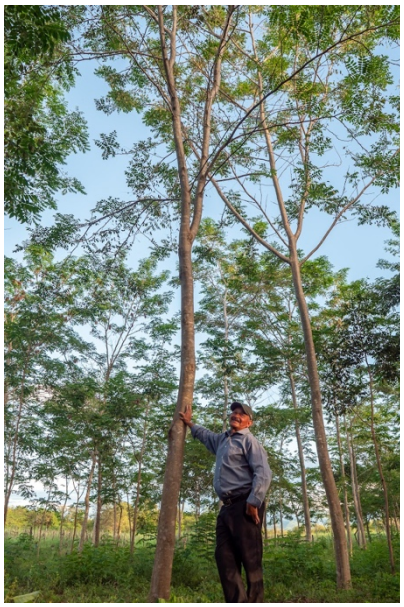
5. Targets and performance

5.1 Absolute reduction

On November 9th, 2022, we set a company target to achieve a 5% reduction in the 1st year (2022-23) of our Race to Zero comparison. We agreed not to compare 2021-2022 against the baseline year as emissions were so low due to the pandemic.

Due to the growth in the team, this target for 2022-23 was not achieved, as our total emissions rose by 0.69%, a very small percentage increase. The largest increase came from our business travel emissions as a result of our growth as a company. It should be noted that our per capita emissions did remain at a consistently low level.

We also agreed on November 9th, 2022 to aim to achieve a 1% per year reduction in absolute emissions from 2023 until 2030. This target, first measured in the 2023/24 reporting period, was overwhelmingly achieved. Our 2023/24 footprint was 55.5% lower than our baseline year, and 60% lower than our 2022/23 footprint. In 2024/25, our footprint rose from 7.74 tonnes in 2023-24 to 11.25 tonnes, meaning we did not achieve our target of a 1% reduction per year, but grew by 37%. Our footprint is of course still significantly lower than our baseline year (43%).



Smallholder farmer reforesting an under-used part of his farm in Nicaragua as part of the CommuniTree project

Furthermore, we agreed to achieve carbon neutralisation of our total emissions for 2019/20, 2021/22, and 2022/23, which we achieved through the purchase of carbon offsets in 2023 from a Plan Vivo project called CommuniTree[2] in Nicaragua. Our total emissions from April 2019 - March 2023 equalled 38.84 tonnes. We chose the CommuniTree project based on a team vote, and agreed that we wanted to support a small, less established project where our investment may have a larger impact. We also wanted to support a Plan Vivo project, as our CEO Emily Fripp is a Plan Vivo Trustee. CommuniTree is a reforestation initiative in Nicaragua, working with thousands of smallholder farmers to create long-term income opportunities from growing trees on underused parts of their land. This seeks to provide support directly to communities, which results in a greater long-term impact while also covering our carbon footprint. For the 2023/24 year, we purchased carbon offsets in support of CommuniTree again, equalling our 2023/24 footprint of 7.74 tonnes.

This year, the group voted again on a selection of Plan Vivo projects to support, choosing the Mikoko Pamoja project.[3] The Mikoko Pamojo project is a community-led mangrove conservation and restoration project based in Gazi Bay in southern Kenya, and the world's first blue carbon project. It involves

Mikoko Pamoja Project

Mikoko Pamoja aims to provide long-term incentives for mangrove protection and restoration through community involvement and benefit. Started in 2010 in southern Kenya, it has 1,081 households participating and has issued 22,169 Plan Vivo credits to date.

[2] https://www.planvivo.org/communitree

[3] https://www.planvivo.org/mikoko-pamoja

both the prevention of deforestation of the local mangrove forest, as well as community-based reforestation. The project also supports community development projects such as provision of schoolbooks, construction of school buildings and the provision of clean drinking water. For the 2024/25 year, we purchased 12 tonnes of offsets to cover our 11.25 tonne footprint.

We did not set a target to reach zero emissions, as we will always incur emissions due to the nature of our business structure. Although we do not own our premises, we have spoken and attempted to influence our landlord to switch to a green energy supplier and have set up an Energy Action Group, involving all of the companies in Space House. The committee met three times to generate ideas on energy reduction until our last meeting in April 2024.

Whilst we know that we will always have to undertake some business travel, we have changed our policy to no flying within the UK, and if at all possible, in northern Europe. Please see below sections for more information on our energy use and travel policies.

Woman performing MRV for the Mikoko Pamoja project

We have not set an emissions intensity target, based on our revenue or employee numbers, but may do so in future.

Comparing our footprint to the average per capital emissions in the UK

According to the Office of National Statistics, the average per capita emissions for an individual in the UK in Quarter 3 of 2024 was 1.77 tonnes. This is an interesting comparison to our per capita figure of 0.94 tonnes and our overall footprint of 11.25 tonnes.

5.2 Scope 2

In terms of energy use, on November 9th, 2022 we set a target of a per person reduction of 1% year on year until 2030, from 2023. In the 2023-24 reporting period, we decreased our energy use by 23.5% since 2022-23, while maintaining the same number of employees. In 2024-25 we increased our per person energy use from 0.17 tonnes in 2023-24 to 0.27 tonnes (and our team grew from 9 FTE to 12 FTE), thereby missing this target. As discussed above, we believe this increase is a result of the occupation of the other half of our floor in the building by another company (unoccupied last year) and this company's relatively frequent use of heating and air conditioning.

5.3 Scope 3

In terms of both commuting and business travel, on November 9th, 2022 we set a target of a per person reduction of 1% year on year until 2030, from 2023. In the 2023-24 reporting period, we decreased our transportation emissions by 82.5% since 2022-23, while maintaining the same number of employees. This was mainly due to a decrease in long haul flights taken this year. In 2024-25, the per person travel emissions totalled 0.29 tonnes, compared to 2023-24's 0.26 tonnes per person, indicating an 11% increase between the years and the lack of our achievement of this target.

We did not set a target to reduce homeworking emissions.

6. Actions and impact

6.1 Scope 2

In February 2023, we shared an action plan with our landlord to support a reduction in overall energy use (gas and electricity) of the main office space we occupy at Space House. We then created a Space House Energy Action Group, which met 3 times with representatives from each company until April 2024. We have worked through the below action plan and generated additional ideas, and hope to restart the regular Energy Action Group meetings with our new landlord. We implemented the plan in our office space, but we ultimately cannot ensure that our ideas are implemented throughout the building. This affects our usage, as it is apportioned by floor energy bills.

The action plan includes the following recommendations:

- Each company could appoint a dedicate “energy champion” to drive the energy saving push for each individual office. The building champions could then meet once a quarter to discuss progress.
- As all staff members are critically important in energy-saving drives, the energy champion should talk to everyone and asked their opinion on how they think energy savings could be increased.
- Choose motion-activated lighting options for rooms that are not used very often, as these will turn off automatically if no one is in the room.
- Ensure all bulbs are LED. If fluorescent tube lighting is used, this could be replaced with slim line LED fluorescent tubes, as they use 25% less electricity.
- Encourage staff to use equipment in a more energy-efficient manner. This could be as simple as only filling kettles with as much water as is needed or turning off computers and any other electrical appliances when not in use.
- Read energy efficiency labels when purchasing new equipment for the office, particularly for appliances such as fridges, freezers and dishwashers, as these provide a good indicator of how much it will cost to run them in the long-term.
- Turn heating down by 1°C – this will save 8%
- Turn down / off radiators in places that are not used very often
- On bright days, turn off all or some lights
- On warm days, open the windows rather than put on air conditioning
- The building could experiment with switch-on and switch-off times for heating and air conditioning and switch them off an hour before the end of the working day.

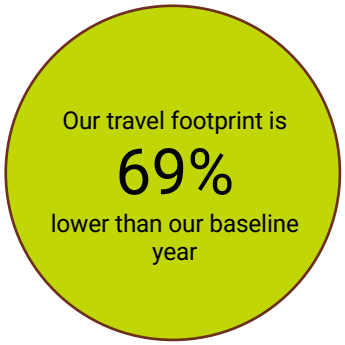
6.2 Scope 3

Travel

In mid-November 2022, we created a travel decision tree and some example carbon footprint calculations of different modes of travel to assist employees in making low impact decisions when booking business travel.

We also agreed a company policy to not fly within the UK and if possible, within northern Europe, but instead travel by train (unless an emergency arises or there is a particular case where train travel is not possible).

Annual emissions from business travel have decreased in comparison to our baseline year – 3.5 tonnes in 2024-2025 vs. 11.47 tonnes in 2019-20.



Homeworking

In terms of encouraging employees to reduce homeworking emissions, we have discussed green energy suppliers and switching energy contracts at home. We aim to distribute more information to employees on greening their home working space this year.

7. Management and resilience

The individual responsible for overseeing climate change action in our organisation is Lucy Cullinane, Operations Director. Although Efeca does not have a board of directors that could provide oversight over climate change matters, the Senior Management Team make the decisions and discuss climate matters regularly. In July 2023, we achieved B Corp certification.

Our strategy aligns with the latest and most ambitious science (which recommends halving emissions by 2030 and reaching net-zero by 2050 at the latest, thereby limiting global warming to 1.5º C).

We do not carry out a formal process of identification, assessment and management of climate risks. Due to the nature of our business as a consultancy, we do not face material risks.