

**Babbity Annual Carbon and Environmental  
Performance Report  
January - December 2025**



Babbity Environmental Ltd

Company registered in Scotland SC 564740

Copyright 2026. All rights reserved.

No part of this report may be copied or reproduced by any means without prior written permission.

**Tuesday, 19 May 2026**

This submission has been prepared for the exclusive use of the commissioning party and, unless otherwise agreed in writing by Babbity Environmental Ltd, no other party may use, make use of, or rely on the contents of this report. No liability is accepted by Babbity Environmental Ltd for any use of this report, other than for the purposes for which it was originally prepared and provided.

Opinions and information provided in the report are on the basis of Babbity Environmental Ltd using due skill, care and diligence in the preparation of the same and no warranty is provided as to their accuracy.

It should be noted, and it is expressly stated, that no independent verification of any of the documents or information supplied to Babbity Environmental Ltd has been made.

**CONTENTS**

**1 Introduction ..... 1**

1.1 Company Overview ..... 1

1.2 Carbon Commitment ..... 1

1.3 Current Reporting Period ..... 2

1.4 Reporting Boundary ..... 2

1.4.1 Scope ..... 2

1.5 Measurement and Reporting Methodology ..... 3

1.6 Data Sources ..... 4

1.7 Scope Expansion ..... 4

1.8 Carbon Intensity ..... 4

**2 Results ..... 5**

2.1 Emissions Summary ..... 5

2.2 Comparison Against Benchmark Year ..... 5

2.3 Discussion of Current Year Emissions and Increasing Scope ..... 6

2.4 Emissions by Activity ..... 6

**3 2025 Environmental Action Plan ..... 8**

**4 Next Steps ..... 12**

4.1 External Validation and Accreditation ..... 12

4.2 Measurement Tools ..... 12

4.3 Scope 3 ..... 12

4.4 2026 Action Plan ..... 12

**TABLES**

**Table 1: Carbon Report Details ..... 2**

**Table 2: Assets and Company Information ..... 2**

**Table 3: Benchmark Year vs Reporting Year Scope Comparison ..... 3**

**Table 4: Data Sources ..... 4**

**Table 5: Emissions Comparisons between Benchmark and Reporting Year ..... 5**

**Table 6: Emissions by Business Activity ..... 7**

**Table 7: 2025 Environmental Management Action Plan Progress Report ..... 9**



## **1 Introduction**

### **1.1 Company Overview**

Babbity Environmental is a Limited Company registered in Scotland, company number SC564740, with its registered address at 234 West George Street, Glasgow, Scotland, G2 4QY.

Founded in May 2017, and growing despite the COVID pandemic, Babbity continues to grow as a boutique environmental consultancy serving clients across Scotland and the wider UK. Babbity provides an extensive range of ecological and environmental services, including ecological surveys, Environmental Impact Assessment, Strategic Environmental Assessment, Blue-Green Infrastructure design, hydrology, archaeology, and Ecological Clerks of Works. Well versed in the most pragmatic approach to completing projects on time and under budget, we work closely with regulators to ensure the best possible outcomes and prioritise direct and smooth communication with clients.

As an environmental consultancy, Babbity is committed to not only advise on sustainability but to go a step further and embed sustainable practice at the core of their business. To this end, the company has been designed to reflect leadership in low-impact practices. From its inception, Babbity has operated as a virtual consultancy, removing the need for physical offices, daily commuting, and unnecessary travel, significantly reducing our carbon footprint and setting a benchmark for professional practice in a zero-carbon future. However, we acknowledge that carbon reduction is a dynamic and ongoing process and have developed a comprehensive Environmental Management Programme to this end, aiming to continue improving our practice and seeking to find innovative solutions to sustainably reduce Babbity's impact on the natural world.

### **1.2 Carbon Commitment**

Babbity commits to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero by 2045 and a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business on an annual basis.



**Table 1: Carbon Report Details**

Reporting Period	Jan 2025 – Dec 2025
Benchmark Period	Jan 2024 – Dec 2024
Commitment to Achieve Net Zero	2045
50% Emissions Reduction	2030

### 1.3 Current Reporting Period

January 2025 – December 2025

### 1.4 Reporting Boundary

This Carbon Report’s boundary encompasses Babbity’s operational activities, per the ISO14001 Aspects and Impacts Register. Scopes 1 and 2 are fully included, while Scope 3’s coverage remains incomplete as we strive to expand our measurement system.

**Table 2: Assets and Company Information**

No. of Premises Owned	0
No. of Premises Leased	0
No. of Vehicles Owned	1
No. of Vehicles Leased	0
Number of Staff	6 (annual average)

#### 1.4.1 Scope

Emissions from Scope 1 & 2 have been measured in accordance with SECR requirements. The Scope 3 emissions that have been included in this year’s accounts include:

- Business travel: train, car, bus, tram, subway, ferry and plane journeys have been measured in miles. Notably, taxi journeys were not included in 2025’s report; however, a new system has been implemented to address this oversight.
- Accommodation: measured in people per night
- Work from Home: measured in total hours of remote work across all employees.
- Purchased Goods: calculated using spend based means, utilising expenses data for legal, accounting, consulting services, insurance and pensions.

Notably, our methodology has evolved with respect to our benchmark year, as we aim to move entirely away from spend-based data where possible to improve accuracy. As such, Scope 1 and 3 travel and accommodation emissions now utilise mileage-based and room per night conversion factors, respectively. Accommodation and WFH measurements have been estimated conservatively, as detailed in later sections.



**Table 3: Benchmark Year vs Reporting Year Scope Comparison**

Business Activity	Benchmark Year	2025
Scope 1*	Included (0)	Included
Scope 2*	Included (0)	Included
Scope 3		
Travel	Included**	Included
Accommodation	Included**	Included
WFH	Included	Included
Purchased Goods – Business Services	Not Included	Included

\*Mandatory, \*\*Spend Based

### 1.5 Measurement and Reporting Methodology

This report has been created following the Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR) requirements issued by the UK Government in March 2019.

Emissions have been calculated following the SME Climate Hub’s Small Business Calculator<sup>1</sup> and UK Government GHG Conversion Factors for Company Reporting (2025)<sup>2</sup>, as we aim to develop our in-house carbon management capacity following the Net Zero accelerator programme completed in 2025. In future reports, we will strive to utilise the SME Climate Hub’s Advanced Business Carbon Calculator<sup>3</sup>, to provide an even more comprehensive report.

Notably, our methodology has evolved with respect to the benchmark year, as we develop our internal measurement systems and move away from spend-based data where possible to improve accuracy. As such, Scope 1 and 3 travel and accommodation calculations now utilise mileage-based and room per night data, respectively. Accommodation and WFH measurements have been estimated conservatively, leading to likely overestimates. Accommodation has been calculated under the assumption that each staff member stayed in their own room, although occasional room sharing did occur. Similarly, WFH emissions estimates did not account for field work, assuming that employees worked from home at all times excluding in-office team weeks. These reflect limitations in our data collection system, which we aim to refine throughout 2026 and coming years.

The report is based on information collected by Babbity Environmental Ltd. and contains as far as practically possible, no material misstatements.

<sup>1</sup> <https://smeclimatehub.org/start-measuring/#block-small-business-carbon-calculator>

<sup>2</sup> <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025>

<sup>3</sup> <https://smeclimatehub.org/start-measuring/#block-advanced-business-carbon-calculator>



## 1.6 Data Sources

Table 4 describes the data sources utilised to calculate each business activity's emissions.

**Table 4: Data Sources**

Activity	Data Source
Business Travel Transport	Mileage data recorded by staff
Business Travel Accommodation	Rooms per night recorded by staff
Work From Home	Total hours of WFH based on contractual work patterns
Serviced Offices	Total weeks booked
Purchased Business Services	Business expenses data

## 1.7 Scope Expansion

As our coverage of Scope 3 has increased with respect to the benchmark year, this report provides like-for-like comparisons between the benchmark and current reporting years, highlighting new areas included and reductions in emissions in equivalent areas. As we continue refining our measurement methodologies, Scope 3 analysis will continue to develop, leading to an increasingly complete account of our emissions and, contrary to expectations, an apparent rise in reported emissions. As such, emphasis will be made to ensure that decreases are demonstrable in like-for-like scopes to meet set targets. This report will therefore provide a total emissions estimate for all activities included, and another using only data types available in the benchmark year.

## 1.8 Carbon Intensity

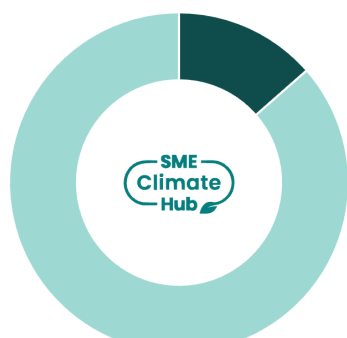
We are committed to sustainable growth as we scale up as a business, as such, we will regularly report carbon intensity. The reported intensity metric are gross emissions in tonnes CO<sub>2</sub>e per Employee and kg CO<sub>2</sub>e per £ of revenue, as these best reflect business activity. The intensity measurements will be reported each year, with a comparison against the previous year's performance.



## 2 Results

# 32.78 tonnes CO<sub>2</sub>e

Report Period  
1 Jan 2025 – 31 Dec 2025



### Your scope overview

Scope 1 - Direct emissions	4.44 tonnes CO <sub>2</sub> e
Scope 3 - Value chain emissions	28.34 tonnes CO <sub>2</sub> e

### Your emission intensity

Emissions per £ of revenue	0.06 kilograms CO <sub>2</sub> e
Emissions per employee	5.46 tonnes CO <sub>2</sub> e

**Figure 1: Emissions Overview**

### 2.1 Emissions Summary

Babbity Environmental’s emissions for the reporting January 2025 to December 2025 year amounted to 32.78 tonnes CO<sub>2</sub>e, or 17.52 tonnes CO<sub>2</sub>e using a scope equivalent to the benchmark year.

**Table 5: Emissions Comparisons between Benchmark and Reporting Year**

Emissions Scope	Benchmark Emissions	2025 Emissions	2025 Emissions (Benchmark Equivalent)
Scope 1	0	4.4	4.4
Scope 2	0	0	0
Scope 3	28.4	28.34	13.08
<b>Total</b>	<b>28.4</b>	<b>32.78</b>	<b>17.52</b>
Intensity (t CO <sub>2</sub> e) per employee*	7.1	5.46	2.92
Intensity per £ (kg CO <sub>2</sub> e)	0.12	0.06	0.03

\*4 employees in benchmark year

### 2.2 Comparison Against Benchmark Year

Comparing equivalent scopes between the current reporting year and the benchmark year, Babbity’s total emissions have reduced by 38.3%, denoting considerable progress towards our target of 50% reduction in emissions by 2030. Similarly, intensity per £ in revenue has decreased by 75%, while intensity per employee has dropped by 58%. This marked reduction in emissions and intensity reflects Babbity’s commitment to promptly put measures in place to reduce our environmental impact.



## 2.3 Discussion of Current Year Emissions and Increasing Scope

Babbity's 2025 emissions were largely concentrated in Scope 3, as expected. While much of this sum remains outside of our direct control, business travel activities (transport and accommodation) were identified as an important intervention point for the business' carbon reduction following the completion of our benchmark year's carbon report. In 2025, the team prioritised the use of low-impact modes of transport, improved car travel efficiency through carpooling and implemented a new system for recording travel mileage. This initiative successfully reduced our measured business travel emissions from 25.1 to 12.211 tonnes CO<sub>2</sub>e, a 51.4% drop, despite our growing staff body. We aim to build upon this achievement by further developing our travel tracking system to enable us to account for taxi travel and record instances where green-accredited accommodation was utilised. In the long term, this data will facilitate the setting of annual travel carbon budgets.

Much of the remaining Scope 3 emissions are owed to Babbity's purchased goods and services, which account for the apparent increase in overall emissions against the 2024 benchmark. However, as explained in section 2.2, 16.11 tonnes CO<sub>2</sub>e of Scope 3 fall under this category, which was not included in our benchmark report. This figure has been obtained using spend-based data from business expenses through the SME Climate Hub's Small Business Calculator. As we continue to progress towards a comprehensive understanding of our supply chain's emissions, our coverage of Scope 3 will continually expand beyond previous years' scopes and our accounting methodologies for these areas should become increasingly precise. To this end, in 2026 we plan to audit our major service providers' sustainability commitments, to ensure that partner organisations reflect Babbity's own ethos.

Notably, the increase in Scope 1 emissions from 0 follows the purchase of our only company car in Spring 2025, as the team needed a reliable vehicle to access remote areas for surveys in the Scottish Highlands. However, this has not necessarily resulted in additional emissions but transferred a portion of business travel emissions from Scope 3 to Scope 1. As the company car has a Diesel engine, in the medium-term, we aspire to decarbonise our fleet, and we will continually explore available options throughout 2026.

Overall, when comparing equivalent scopes, Babbity remains on track, and ahead, of our stated decarbonisation targets. In order to ensure that our environmental aims are met, in the past year Babbity has invested in training to develop our internal capacity for environmental and carbon management and bolstered the environmental management team's capacity with an additional member of staff in Q1 2026.

## 2.4 Emissions by Activity

Table 6 details Babbity's emissions breakdown according to Scope and activity.



**Table 6: Emissions by Business Activity**

Company Activity	Emissions (Tonnes CO2e)	Data Confidence
<b>Scope 1</b>		
Company Car – Fuel Use	4.4	High
<b>Scope 3</b>		
<b>Business Travel</b>		
Business Travel – Car	1.39	High
Business Travel – Train	0.46	High
Business Travel – Airplane	1.84	High
Business Travel – Ferry	0.179	High
Business Travel – Bus	0.02	High
Business Travel – Tram/Subway	0.002	High
Business Travel – Accommodation	3.92	Medium
<b>Employee Homeworking</b>		
Work From Home	3.48	High
<b>Upstream Leased Assets</b>		
Serviced Offices	0.07*	High
<b>Purchased Goods and Services*</b>		
Business Services - Corporate entertainment	0.53	Medium
Business Services - Insurance and pension funding	0.30	Medium
Business Services - Legal, accounting and consultancy	15.26	Medium
Transport / Freight - Other transport services (e.g. mail)	0.01	Medium

\*Spend based data used



### 3 2025 Environmental Action Plan

As shown in Table 7, Babbity's environmental performance in 2025 was overall positive, with 14/26 actions completed and 9 more that remain ongoing and have seen measurable progress. As this was the company's first year implementing an Environmental Management Plan, it has provided it with crucial insight about our team's capacity and environmental target design. It has also resulted in increased efficiency across multiple areas of our operations and a substantial reduction in emissions.

Key achievements from 2025's environmental performance include:

- Set a baseline for carbon emissions, with complete coverage of Scopes 1 and 2
- Reduced business travel emissions by 51.4%
- Achieved ISO14001 certification
- Published an annual carbon report and implemented an environmental management plan
- Streamlined our measurement of business travel related emissions for improved precision
- Implemented a green accommodation policy
- Implemented a staff sustainability suggestions box
- Developed in-house environmental and carbon management skills
- Explored local, accredited carbon offsetting options
- Identified an AI supplier that aligns with our sustainability ambitions
- Held conversations and begun the process of supply chain auditing

However, a few targets fell behind due to limited capacity: namely community engagement goals and the publication of a public-facing Environmental Action Plan page on our website, which remains subject to a pending update. While 12 targets were not met, 9 of these are ongoing, and measures have been taken to ensure that 2026's action plan facilitates their delivery, through improved action setting and proactive engagement with these in Q1 of 2026.

The takeaways described in the third column of Table 7 are subsequently reflected in 2026's updated targets and action plan (Appendix I).



**Table 7: 2025 Environmental Management Action Plan Progress Report**

Objective	Progress	Notes
<b>Set a Baseline for Carbon Emissions</b>		
Continue the Net Zero Accelerator programme and complete all steps of the carbon baselining process		Carbon Reduction Plan certified by NZN June 19 <sup>th</sup> 2025
Implement a system to move away from spend-based data in travel emission calculations		Finalised in Q1 2026
Calculate carbon savings as a result of projects		Not feasible at present, will be merged with case study collation to track our positive environmental impacts qualitatively
<b>Offset 25% of unavoidable yearly emissions</b>		
Measure unavoidable emissions through the carbon accounting report collated with Net Zero Nation		Carbon report ready for both years, including unavoidable emissions
Find and use a certified means of carbon offsetting and use it to offset the agreed proportion of emissions		Providers identified and reached out to, offsets to be acquired in 2026
<b>Integrate carbon cost into business travel budgets and proposals</b>		
Using the carbon measurements from our baseline year as a guideline, establish a carbon budget for yearly business travel		Need to explore delivery approaches
<b>Publish an annual carbon accounting report using recognized frameworks</b>		
Continue the Net Zero Accelerator programme, and learn to produce/obtain a carbon accounting report		Carbon accounting report produced (06/2025); Environmental Officer now trained in carbon management
<b>Encourage low-carbon travel options for all in-person engagements, where practicable</b>		
Where applicable, record instances where low-carbon travel was chosen over alternatives, and track the mileage		Travel is now recorded in high detail, and low-carbon travel options are consistently prioritised
<b>Use green-certified accommodations and venues, where practicable</b>		



Where applicable, record instances where green-certified options were chosen over alternatives		System in place to record this in 2026, although it was already enforced in 2025
Improve data storage and cloud waste efficiency through archiving, deletion, and efficient cloud management		
Become ISO certified		Achieved in Q1 2026
Reorganise the Drive to ensure efficiency, and record changes in storage used		Achieved in Q1 2026; changes in storage not recorded
Become ISO 14001 compliant		
Complete ISO documentation and audits and become certified		Achieved in Q1 2026
Extend lifespan of devices through repair and refurbishment practices		
In the event of device malfunction or failure, resort to a repair practitioner and record the instance in a register		Ready to be applied where necessary
Ensure responsible e-waste disposal using certified services		
In the event of device malfunction beyond repair, opt for a certified e-waste disposal service		Ready to be applied where necessary
Use recycled products where feasible		
Use recycled products where feasible		Ongoing, we have already changed several of our supply chain to this end
Audit all suppliers for sustainability criteria		
Catalogue all major suppliers in our supply chain		Cataloguing of preferred suppliers is underway
Inquire into each of their sustainability policies		Auditing of major suppliers' sustainability policies to be implemented in 2026
Adapt our supply chain to reflect high sustainability criteria		
Utilise supply chain audits to gradually transition our purchasing to only include suppliers with robust environmental policies		Ongoing, implementing changes to source materials and equipment locally and auditing of major suppliers' sustainability policies to be implemented in 2026
Advocate for sustainable practices in all client briefings and workshops		
Track rate of adoption or feedback		Merge with case study collation to track our positive environmental impacts
Collate all case studies that demonstrate environmental improvement of projects undertaken		
Continually follow up on projects completed, summarise environmental impacts and		Unsure how to implement carbon savings accounting at this stage. Instead, an annual case



carbon savings associated with Babbity's involvement, and report these on a yearly basis		studies list of positive environmental impacts will be produced with 5 case studies
Implement a staff sustainability suggestions scheme and act upon 50% of them		
Implement a staff sustainability suggestions scheme and act upon 50% of them		Achieved; suggestions box implemented in 2025 and all suggestions were acted upon through team-wide discussion; 50% were implemented
Create a public-facing Environmental Action Plan page on our website with annual updates		
Create a public-facing Environmental Action Plan page on our website with annual updates		Pending wider website update
Review and update environmental objectives and targets annually, incorporating employee input		
Review and update environmental objectives and targets annually, incorporating employee input		Ongoing
Deliver/participate in 5 public environmental education/community engagement events per year (pro rata)		
Research opportunities to deliver educational events		Will become involved in Women in STEM initiatives in 2026
Develop and tailor plans for their delivery		Need to design and schedule for 2026
Sponsor/partner with 2 sustainable events/community-based environmental initiatives per year (pro rata)		
Research local organisations and initiatives to support and get in touch with them		Need to do in 2026



## **4 Next Steps**

### **4.1 External Validation and Accreditation**

Having finished 2025's Net Zero Accelerator with Net Zero Nation, we have independently developed Babbity's in-house carbon management skills and signed up to the SME Climate Hub's Climate Commitment. Moving forward, we aim to explore options for external accreditation suitable for SMEs of Babbity's nature.

### **4.2 Measurement Tools**

As we refine our carbon management methodology, we aim to transition away from the SME Climate Hub's Small Business Calculator and integrate the Advanced Business Carbon Calculator to our practice, in order to improve precision. This should provide us with detailed insights into potential intervention points for carbon reduction.

### **4.3 Scope 3**

Next year, we aim to incorporate an improved set of transport and accommodation measurements, incorporate AI use to our calculations through a team-wide transition to a new provider, GreenPT<sup>4</sup>, and develop our accounting of purchased goods and business services.

### **4.4 2026 Action Plan**

The updated 2025 Environmental Management Programme has been designed according to this report's findings and found as a separate document in Appendix I.

---

<sup>4</sup> <https://greenpt.com/>