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# A message from the founders

Another year has passed and with it, much change and opportunity created across Sintali. As a small business, the pace of change can be hard to keep up with but we are proud of the progress we have made towards our mission of greening the built environment globally.

One of the most exciting changes has been our acquisition of Building with Nature, the UK's leading benchmark for green infrastructure, which helps create better places for people and wildlife. With the increasing importance of nature around the world and the need to protect biodiversity, we felt it was the right time to expand into this sector and help drive adoption of solutions such as Building with Nature nationally, as well as internationally.

The last year has also brought a lot of growth for our organisation, both in terms of the number of buildings getting certified, but also with our own people. As a growing company, we are conscious that growth is often coupled with higher environmental impact. We are also aware that much of our work around education and growing markets requires physical travel, which also comes at an environmental cost. We have seen it in our sustainability numbers to date and are seeking ways in which to reduce our impact while allowing the business to continue to grow.

We certainly have a long journey ahead to keep building a sustainable business internally and externally, but we remain proud of what we have achieved and committed to challenging the status quo and finding more ways in which sustainability can go hand in hand with impact and growth.

Eleni Polychroniadou and Tom Saunders



## **About Sintali**

Sintali is an environmental verification company, based in the United Kingdom.

Our purpose as an organisation is to make sure that every piece of infrastructure across the world, whether it's an individual building or part of the broader built environment, is green.

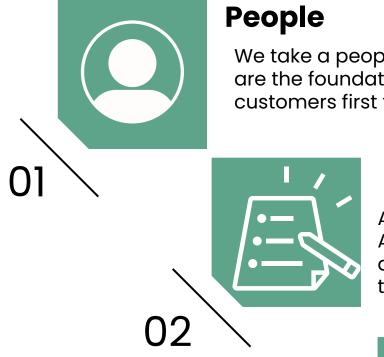
We aim to catalyse that effort through improved education and reducing the barriers to entry for stakeholders, as well as ensuring that these efforts are done in a credible and verified way. Our motto is to do good and be good.

80+ Countries
700+ Clients
60+ Partners
10,000+ certificates



### **Our values**

Our values underpin our purpose and define how we work, both internally and externally.



We take a people-first approach. Empowerment and collaboration are the foundation to global decarbonisation efforts and we put customers first to simplify their journey.

### **Action**

Actions speak louder than words – don't just say it, prove it! As we move closer to net zero by 2050, now is the time to act. We find purpose in inspiring others to act, as well as by taking action ourselves.



Honesty is the best policy. Environmental verification is all about transparency and we aspire to be honest with our own performance as well as well as promoting transparency to our clients.



## **Our commitments**

Sintali is focused on helping organisations quantify and validate their environmental impact.

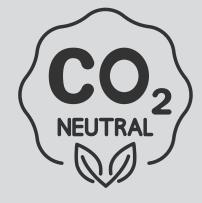
As pioneers in the sustainability realm, it is vital we lead by example and demonstrate our own commitment to sustainability.

In October 2021, we joined the SME Climate Hub, a climate action platform for small and medium-sized enterprises (SMEs) to curb carbon emissions, build business resilience and take climate leadership.

By joining the SME Climate Hub, Sintali has pledged to:



Halve its carbon emissions by 2030



Achieve netzero emissions before 2050



Regularly report on progress towards these aims.





# **Section 1: People**

The following section reflects on the measures we have implemented to support our employees as well as others in the built environment sector.

We recognise that as a small company, we still have a long way to go in these areas but through reporting our current initiatives we can track our progress as we grow as a company.

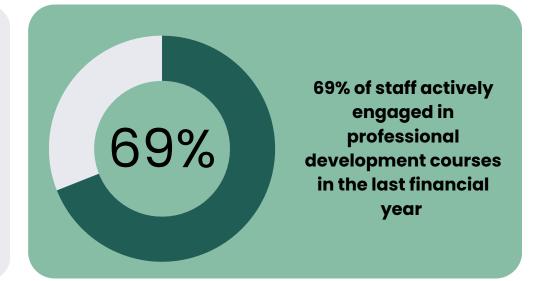


# **Employee support and opportunities**

In the past year alone we have increased our headcount by 30%, hiring our 13th employee in 2024. This is up by 100% since Sintali's inception in 2020.

As part of our people-first approach we strive to create a supportive workplace for our colleagues, where they feel recognised for the work they do and have the opportunities to further their career path.

Our turnover rate in the last financial year was 15%. We aim to continue keep this at a minimum as we grow as a company.



As part of our target in our last financial we committed to yearly mental health workshops and training one staff member as a mental health first aider. These targets were completed by the team to continue to promote a healthy working environment.

All employees have access to Udemy, an online learning platform, to support their professional development and enable them to diversify their skillset within their work and in their personal lives.





# **Social Strategy Updates**

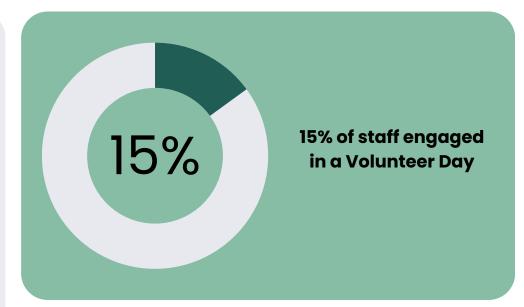
### Staff Volunteer day:

As part of our commitment last year to improve community engagement, we aimed to undertake a corporate volunteer day for all staff employees.

However, when conducting research into corporate volunteer days we found that in some cases, corporate volunteer days were more performative and did not lead to real impact.

Instead we decided to enable each employee to take one volunteer day per year to a charity of their choice. We felt this would be a better approach for a number of reasons:

- Diversity of impact: With employees choosing different charities, the company can support a wider range of causes and communities.
- Encourages regular participation: Many of the staff members who undertook a volunteer were already volunteering on a regular basis. By enabling a volunteer today it allows these staff members to continue to make an impact.
- Increased engagement: Allowing employees to select causes they personally care about could to boost participation and enthusiasm.







# Workplace inclusion, diversity and gender equality

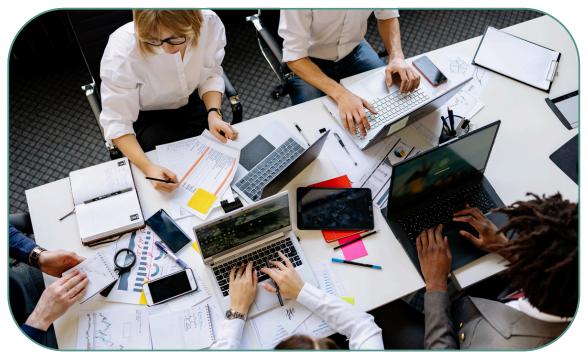
We are committed to creating an inclusive and equitable work environment where diversity is valued and there is equality of opportunity.

We also recognise that the climate and ecological crisis disproportionately impacts minority and/or marginalised communities – yet these voices are underrepresented in the sector.

As a player in the sector, we aim to lead by example by setting out a workplace inclusion policy and ensuring that Sintali is a positive and friendly workplace for all.

#### **Workplace Inclusion Policy**

As a company that works on a global level, we value diversity and strive to maintain an inclusive work environment free from harassment and discrimination. We have a strict workplace inclusion policy in place within all employee contracts to make sure there is no unlawful discrimination or harassment by any means.





# **Diversity statistics**



69% of staff members are female

30% of board members are female

50% of managers are female



31% staff members from ethnic minority backgrounds



31% of staff members raised abroad



# Partnerships and collaborations

Sintali recognises that each member of the value chain plays a role in decarbonisation of the built environment. As part of our focus on people, we aim to create strong partners with stakeholders across the sector to promote decarbonisation. As well as continuing to strengthen our existing partnerships, in the last financial year we launched a number of new partnerships to accelerate the uptake of green buildings:

### **Audit partners**

Our key change in this year is that as of January 2024 we expanded our auditor network for EDGE. By forming meaningful partnerships with auditors across the globe our aim is to accelerate EDGE Green building certification in the market.

- 52 EDGE Auditing Companies
- 80+ Sintali accredited auditors
- Auditors covering 25+ Countries
- 17 of companies offering a one-stop-shop approach



### Financial partners



Recognising that the finance sector is pivotal in decarbonising the bulit environment, creating meaningful partnerships with the finance sector will further enable greater uptake of EDGE.

In February 2024 Puma Property Finance launched its Impact Lending Framework. The Framework has been established to provide direct financial benefits to property developers across the UK who are implementing measures in their vision and designs that deliver meaningful and impactful change. Acting as an independent verification partner, Sintali will support Puma for the validation of the sustainability eligibility criteria for the commercial loans.



## **Section 2: Transparency**

One of our core values is transparency. As part of our SME commitment, we commit to reporting on our environmental impact on a regular basis to show progress against our target.

This next section highlights our environmental performance as a company for the financial year and how we compare to our baseline data.



## **Overview**

In line with the SME Climate hub commitment, we must cut scope 1 and 2 emissions by 50% by 2030 and aim to half scope 3 emissions where possible.

Last year we reported our calculations as FY22. This provided data for our baseline year.

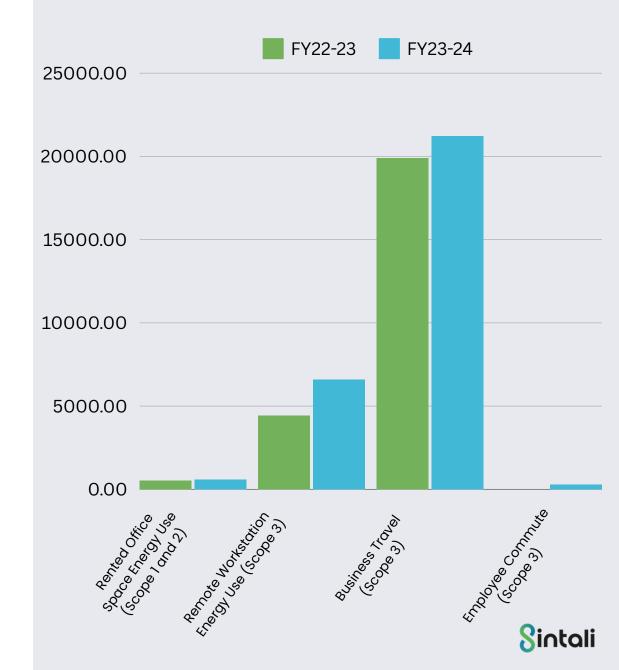
For theses calculation, we have aimed to include 95% of our total emissions, with our emissions falling under four categories:

- Rented Office Space Energy Use: Scope 1 and 2
- Remote Workstation Energy Use: Scope 3
- Business Travel: Scope 3
- Employee Commute: Scope 3

Employee commute was not originally tracked within our baseline data, however, in line with our target last year to provide further accuracy, this has been reported on.

We have not quantified our emissions related to goods and services in this graph, but we estimate that purchased goods and services contribute to <5% of our emissions.

### CO2e Emissions comparison FY22-23/ FY23-24 (kg CO2e)



# Comparison with the baseline

In line with the SME Climate hub commitment, we must cut scope 1 and 2 emissions by 50% by 2030 and aim to half scope 3 emissions where possible.

Last year we reported our calculations as FY22. This provided data for our baseline year. This year, there has been a 15% increase in Sintali's CO2 emissions. This is due to 2 key areas:

- Increase in emissions related to remote workstation due to an increase in staff members
- Increase in Business travel due to business development activities

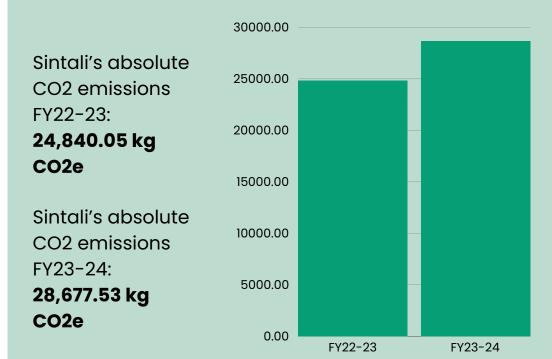
# **Business Travel Policy**

As part of FY22-23 targets, we aimed to develop a Business travel policy, which was implemented carried out by our team in May 2024.

The Policy outlines both prerequisites and guidelines that employees must follow when planning business travel. This includes the following:

- Company flight budget
- Manager approval for all business travel
- Prioritization for more sustainable modes of travel and accommodation once at accommodation

### Sintali's absolute CO2 emissions





## Discussion of scope 3

Inclusion of scope 3 emissions is usually optional. However, as a company that centres itself on transparency as well as providing accreditation on climate impacts, we want to lead by example and report on as many emission categories as possible.

Due to our small employee headcount and remote work setting, coupled with the fact that we do not directly manufacture products, our organisation's scope 1 and 2 emissions remain relatively low. To reduce our emissions as a company, we will need to focus largely on scope 3.



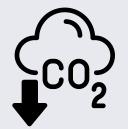
## Calculations and assumptions

The emissions under each category were calculated using GHG conversion factors from the UK Government GHG Conversion Factors for Company Reporting.

CO2e is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of CO2.

For more detail on calculations and scope breakdown please see annexes 1–3.

The basic formula used for the calculations can be summarised below:



Activity x Relevant conversion factor from UKGOV= emissions in kg
CO2e



# SME Discussion and challenges

As a services business, we recognise our primary impact comes from people, so the best way to limit our impact would be to keep our headcount low. However, as an SME that is delivering sustainability services, we believe that through our growth we can drive climate action through facilitation and validation of global green building efforts.

As operations expand, it is likely that we will see increased energy consumption and higher carbon emissions from the baseline year.

SME Climate commitment states that fast growing SMEs that provide solutions which avoid or remove emissions as their core business do not have to halve their absolute emissions, but should halve their intensity (e.g. CO2e/net revenue) as a minimum and show that their growth is aligned with the 1.5°C ambition.

Sintali provides solutions to minimise carbon emissions through verifying the carbon impact of built infrastructure projects and encouraging clients to engage in reducing the resource impact of the built environment. Based on the definition within SME climate commitment, our strategy targets reducing intensity instead of absolute emissions.

The next section highlights the impacts in the last financial year of our business operations and presents how we have contributed to reducing the carbon emissions of the construction and built environment sectors.

# Reductions from EDGE Certified projects

EDGE certification is our primary offering at Sintali. EDGE ("Excellence in Design for Greater Efficiencies"), an innovation of IFC, is a cloud-based platform that makes it easy to design and certify resource-efficient and zero carbon buildings around the world. To qualify for certification, a building must achieve at least a 20 percent reduction in energy, water, and embodied energy in materials compared to a conventional building.

### Total savings from projects certified in financial year 2023 - 2024:

**Energy Savings** 



565,789 MWH/Year **Water Savings** 



100,674,444 m³/Year Carbon Savings



310,164 tCO<sub>2</sub>/Year Embodied Energy Savings



5,852,717 GJ

5,557,218

8,695,427 sqn

Final certified floorspace (FY23-24)



# Carbon impact by country

Sintali works globally and the impact of our certified projects can be seen from across the globe. This financial year we issued certificates across 45 countries.

# List of Countries with projects certified FY23-24

- Austria
- Belgium
- Brazil
- Bulgaria
- Chile
- China
- Colombia
- Cote d'Ivoire
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Egypt
- Estonia
- Finland
- France
- Germany
- Ghana
- Guatemala
- Hong Kong SAR,
   China
- Hungary
- India
- Indonesia

- Ireland
- Italy
- Kenya
- Latvia
- Malaysia
- Mexico
- Moldova
- Nigeria
- Panama
- Peru
- Philippines
- Poland
- Portugal
- Romania
- Serbia
- Singapore
- Slovak Republic
- Spain
- Tanzania
- Thailand
- United Kingdom
- United States
- Vietnam

# Comparison with the baseline

	FY22-23	FY23-24
Number of Preliminary Certificates Issued	340	241
Number of Final Certificates Issued	17,686	28,927
Total Number of Certificates Issued	18,026	29,168
Total CO₂ Savings (tCO₂/Year)	127,615	310,164
Certified Preliminary Subproject Area (m²)	5,345,272	5,557,218
Certified Post-Construction Subproject Area (m²)	4,646,822	8,695,427
Total Certified Subproject Area (m²)	9,992,094	14,252,645



# Implementation of the Building with Nature Standard

A key area in which Sintali is expanded its growth this year is through the the acquisition of the Building with Nature Standards in April 2024.

The Building with Nature Standards provide developers and policymakers with an evidence-based definition of high-quality green infrastructure and how to deliver it.

Green infrastructure is a network of multi-functional green space and other green features in urban and rural settings, which can deliver quality of life and environmental benefits such as increased biodiversity and nature recovery, delivery of cost-effective ecosystem services and adaptations for climate resilience.





# **Education and training impact**

Sintali hosts a range of training opportunities for different stakeholders among the green building ecosystem.

### **EDGE Expert Training**

Sintali hosts EDGE Expert training sessions on a monthly basis. An EDGE Expert is an optional consultant that helps clients who are undergoing the EDGE certification process navigate the EDGE app.



EDGE Expert Training
Sessions



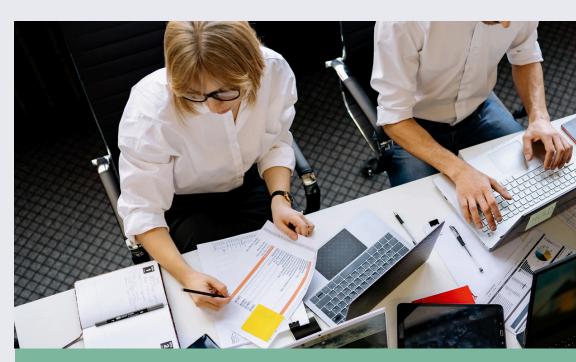
Training sessions hosted in 3 different languages



Training participants



Participants from 45 countries



### **EDGE Auditor training**

An EDGE auditor is another fundamental part of the EDGE Ecosystem. We provide regular trainings to our network of 50+ auditors to enable a greater EDGE expert service to clients.





## **Section 3: Action**

Looking ahead, we have many initiatives we will be working on in the coming financial year to keep making progress towards our values and climate commitments.

The next sections outlines our strategy to keep us aligned with our net zero goals and values.



# Looking ahead - Targets and initiatives

As we look ahead to the next year we are committed to implementing a strategy that aligns our actions with our corporate values and goals.

#### **Core Commitments:**

- 1. Continue our dedication to transparent reporting on environmental and social impact through our SME climate commitment and annual sustainability reporting.
- 2. Uphold our position as a trusted verifier of environmental impact in the built environment sector.
- 3.Extend our verification expertise to internal operations and growth strategies through the development of a 'Decision Framework.'

#### **Decision Framework**

To embed environmental responsibility throughout our organization, our main initiative this year is to introduce a comprehensive decision framework focusing on two key areas:

### 1. Strategic Decisions

- Evaluate new business opportunities through an environmental and social impact lens
- Consider long-term sustainability in all major company initiatives

#### 2. Operational Choices

- Implement environmentally conscious procurement decision making framework
- Create guidelines for day-to-day operational decisions

We hope through the creation and implementation of this framework we can align our values into every decision we make as a company. The decision framework should provide guidelines for all members at staff in all decisions, to encompass Sintali values into their operations.



## Conclusion

The past year has seen growth for Sintali across multiple areas. We've expanded our team, strengthened key partnerships, and broadened our service offerings. As we celebrate this growth, we remain mindful of our responsibility to manage our environmental impact thoughtfully and effectively.

This report not only serves as a testament to our progress but also as a critical assessment of the work that lies ahead. While we take pride in our daily contributions to global decarbonization efforts, we recognize that our journey toward sustainability is ongoing.

Our commitment remains unwavering - to grow responsibly, lead by example, and constantly evolve our practices to meet the highest standards of environmental stewardship.

The Sintali team



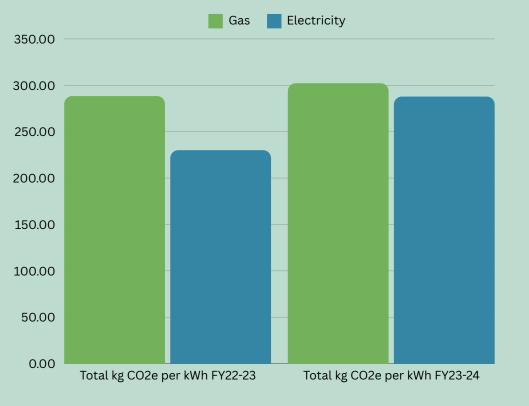


# Scope breakdown: Rented office space (Scope 1 and 2)

Whilst Sintali's primary mode of operation is remote work, one Sintali employee rented an office space during the baseline year.

As we do not have operational control of the rented office space, it falls under scope 1 for any natural gas or fuel consumed on site, and scope 2 for electricity use.

### Rented Office Space Energy Use Emissions during Sintali's Baseline Year



### How we calculated it

An office was leased throughout the entire financial year. Unlike the baseline year, we were unable to access the exact gas and electricity consumption data for the office. However, we reused data from last year on the assumption the consumption would be roughly the same as no major works had been done to the building.

We then used an energy consumption by area method. The spaces that Sintali rented took up 9m2 of the 2360m2 building. We calculated the energy consumption for the whole building during the months leased, before estimating Sintali's energy use per square meter.

We assume that the Sintali employee uses a mixture of available facilities in the building. This method accounts for all areas of the building, including business lounges, communal kitchens and private office spaces. This method of estimation optimises accuracy since it is not possible to measure the exact energy consumption of the office space.

When choosing a conversion factor for gas fuel consumption, we were unable to identify the exact type of gas used. We have assumed that the building uses natural gas fuel (net CV), as this has the highest conversion factor, and so any inaccuracy would result in a slight overestimation of emissions.

As you can see the energy use emissions is slightly higher than the baseline year. This is because in the baseline year, a smaller office was leased for the first half of the year, with a bigger office leased for the second half. In FY23-24, the bigger office was leased for the full year, indicating a slightly higher energy use.

### Scope breakdown: Remote station energy use (Scope 3)

During our baseline year, 92% of employees worked from their homes. This helps us to reduce commuting emissions. However, this results in additional energy consumptions to consider for each remote workstation.

Total kg of CO2e for remote workstation in FY2022-23: 4430.89

Total kg of CO2e for remote workstation in FY2022-23: 6603.59



### How we calculated it

We do not currently have actual individual energy consumption data for remote working stations. This is difficult to obtain as employee homes are also likely consuming energy for non-work-related activities.

The homeworking conversion factors we have used are based on average UK values for energy consumption per FTE working hour.

We calculated the number of FTE employees during the baseline year. This number is not an integer as some employees were only employed for a proportion of the year. Each FTE employee works 1880 hours per year. We used these values along with the conversion factor to estimate the total kg CO2e emitted from remote workstation energy use.

The increase from the baseline year is due to an increase in staff members.

# Scope Breakdown: Business travel (Scope 3)

We recognise that air travel has a substantial climate impact- both directly and indirectly. The chart below indicates that business travel (all air) formed the majority of company emissions during the baseline year. As such, we felt it necessary to include within our report.

Total kg of CO2e for business travel in FY23-24: 21,208.2



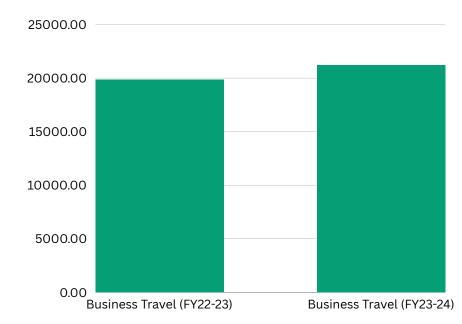
### How we calculated it

We have chosen to use the conversion factor which includes radiative forcing (RF). This means that our estimation accounts for both the direct and indirect climatic effects.

We collected data for all flights during the year, including class (economy, premium economy, business etc) and haul (international, long-haul, short-haul etc) as these affect the conversion factor used.

We used an online distance calculator to estimate the km travelled per flight. The GHG conversion factor used also includes a distance uplift of 8% to compensate for planes not flying using the most direct route. Based on these data points, we have estimated business travel emissions in kg of CO2e.

### CO2e Emissions for FY23-24 (kg CO2e)





### Scope Breakdown: Employee Commute (Scope 3)

As part of our commitments in our FY22-23 sustainability report, we aimed to improve the accuracy of our reporting through adding employee commute as part of our Scope 3 emissions reporting. We are a remote company, however, meet up as a team at least once a quarter.

Total kg of CO2e for employee commute in FY23-24: 46.39



### How we calculated it

To calculate and estimate our greenhouse gas emissions, we utilized the UK government's GHG conversion factors, which required two key pieces of information:

- Mode of transport
- Kilometres travelled

We estimated travel distances using an online calculator tool, measuring from each employee's nearest tube or train station to the closest station at the meeting point.

For simplicity, we assumed return journeys were identical to outward journeys.

In applying the GHG conversion factors, we used the primary mode of transport for each journey to determine the calculations.

