

Environmental Sustainability Report

2024/25

A Message from Tim Curry, MD

As the Managing Director of Five&Co. I'm proud to present this year's Sustainability Report — a reflection of our commitment to responsible business practices and our ongoing journey toward a more sustainable future.

This year, we have made significant progress in reducing our environmental impact. Most notably, we halved our emissions from business-related flights compared to the previous reporting year. This milestone demonstrates that with the right policies, technology, and cultural shift, meaningful change is not only possible but achievable.

We are also proud to have achieved B Corp certification — a rigorous and independent validation of our dedication to meeting high standards of social and environmental performance, accountability, and transparency. Joining this global community of purpose-driven businesses reinforces our belief that profitability and responsibility can, and must, go hand in hand.

In addition, we were recognised by the EcoVadis platform as being among the top 35% of environmentally responsible companies. This recognition is a testament to the hard work and dedication of our entire team, and it motivates us to continue pushing for improvement in all areas of sustainability.

These achievements mark important steps forward, but we recognise there is still much to be done. As we continue to evolve, we remain committed to measuring our impact honestly, reducing our footprint wherever possible, and collaborating with our stakeholders to build a more sustainable world.

Thank you for being part of this journey.

Tim Curry
Managing Director

Our Environmental Commitment



Remote Working

As a fully remote company, we recognize the significance of minimizing in-person meetings and maximising the impact when meetings are in-person. We limit physical meetups to four times a year at designated hotels to reduce travel-related emissions and encourage virtual meetings whenever possible to decrease our carbon footprint.



Waste Management

We promote a paper-free environment at FiveAndCo. with technology in place across the business to limit the necessity for printing or using paper.

We minimize waste by opting for eco-friendly products, reusable materials, and avoiding single-use items in company-sponsored materials. All materials provided to clients are paper based products designed to bring lasting value.



Emissions

We produce no Scope 1 or 2 emissions. We are dedicated to maintaining this record.

We aim to reduce our Scope 3 emissions per person year on year and we are working on offsetting all our emissions completely by 2030.

We are currently exploring new travel policies to cut the majority of our emissions.



Continuous Improvement

Regular assessments of our environmental practices and impact will be conducted to identify areas for improvement. Each year we report on our carbon footprint using the GHG Protocol Corporate Accounting and Reporting Standard.

All employees are encouraged to contribute ideas and suggestions to further enhance our sustainability efforts.

Our Goals from 23/24

- Maintain zero scope 1 and 2 emissions
- Overhaul our travel policy to significantly reduce emissions from flying
- Reduce our Scope 3 emissions, per person, year on year, and look to offset all our emissions completely by 2030
- Introduce more staff training around sustainable practices, both while home working and travelling
- Review supplier's policies to make sure they are in alignment with our own

We're thrilled to announce we've met all these targets this year, specifically halving our emissions from flying through policy and staff training.

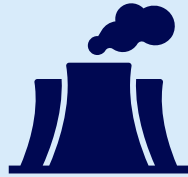
Emissions Data 2024/25



**Scope 1
Emissions**

0

**Metric tons
of CO₂e**



**Scope 2
Emissions**

0

**Metric tons
of CO₂e**



**Scope 3
Emissions**

34.4

**Metric tons
of CO₂e**

Data for our emissions figures is collected centrally through

- purchasing records
- vehicle fuel use and vehicle mileage figures
- travel receipts

We use the GHG Protocol Corporate Standard and the Scope 2 Guidance and the Greenhouse Gas Protocol Value Chain (Scope 3) Accounting and Reporting Standard for our data.

- Maintain zero scope 1 and 2 emissions
- Continue to reduce emissions from flying year on year
- Continue to reduce our Scope 3 emissions, per person, year on year, and look to offset all our emissions completely by 2030
- Review and update internal procurement practices to prioritise low-impact, ethically sourced products
- Conduct regular sustainability check-ins with our team to monitor progress and share ideas

Minimising our environmental impact is crucial to addressing the wider challenge of climate change. In setting these objectives we aim to drive an improved performance across the various areas of our business that have an environmental impact. At Five&Co. we pride ourselves in creating spaces where everyone can thrive, and as such we are committed to reducing our environmental impact and promoting sustainability in all aspects of our operations.

Goals and Targets for 2025/26 and beyond



Our Manifesto

At Five&Co. we believe everyone deserves to be part of an exceptional team where they feel safe and secure whilst being challenged and stretched; where everyone works for the shared success of the team and where people know they're making a positive and sustainable contribution to business success every single day.

We call these Thriving Teams - and they don't happen by accident.

By empowering leaders to create Thriving Teams across the Life Science sector, we are inspiring a new way of working, transforming the lives of teams and patients around the world.

Everyone deserves to be part of a Thriving Team - and every leader has the potential to lead a Thriving Team.

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