

**Environmental
Sustainability Report**

2025/26



A vertical photograph on the left side of the page shows a landscape of rolling hills and mountains under a hazy, orange-tinted sky, suggesting a sunrise or sunset. The foreground is dark, while the background is bright and hazy.

A Message from Tim Curry, MD

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 real progress in several areas, deepening our remote offering, improving our procurement choices, and embedding regular sustainability reflections into our internal rhythms. These steps have helped us stay grounded in our purpose while supporting a period of significant growth.

We also learned from the places where we fell short. Our emissions increased during a year of heightened client demand, reminding us that growth must be matched with intentional choices about how we deliver our work. These insights are shaping our next phase: expanding our online offering, reducing travel wherever possible, and strengthening our long-term pathway toward a lighter environmental footprint.

Our mission remains clear: to create a world where everyone can thrive.

Our Environmental Commitment

Remote Working

Five&Co. operates as a fully remote organisation, significantly reducing the environmental footprint associated with commuting, office energy use, and business travel.

We prioritise digital collaboration tools and asynchronous working practices to minimise unnecessary travel and maximise efficiency.

Emissions

We produce no Scope 1 or 2 emissions. We are committed to maintaining this and to measuring and reducing our Scope 3 emissions year-on-year.

We are actively developing our online offering to ensure that high-quality, low-impact delivery becomes the default for clients.

We are increasing the proportion of fully online projects, reducing travel-related emissions.

Supplier Sustainability

We intentionally work with small and diverse suppliers, prioritising those who demonstrate strong environmental and social values.

Our procurement approach favours ethical, transparent, and sustainability-aligned partners.

Continuous Improvement

We regularly review our operational processes to identify opportunities to reduce waste, improve efficiency, and strengthen our sustainability performance.

We limit the use of AI to contexts where it meaningfully improves efficiency or accessibility, ensuring our digital footprint remains intentional and proportionate.

Emissions Data 2025/26



**Scope 1
Emissions**

0

**Metric tons
of CO₂e**



**Scope 2
Emissions**

0

**Metric tons
of CO₂e**



**Scope 3
Emissions**

52.05

**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.

Our Goals from 24/25

- 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

Progress Against Last Year's Goals

We are pleased to report strong progress in several areas. We successfully maintained **zero Scope 1 and 2 emissions**, strengthened our **ethical and low-impact procurement practices**, and embedded **regular sustainability check-ins** into our internal rhythms, which has helped keep environmental awareness active across the team.

However, we did not meet our goals relating to emissions reductions. Both **Scope 3 emissions** and **emissions from flying** increased over the year. This was driven primarily by a significant rise in client demand and

project delivery, which required more travel than anticipated. This reflects the reality of a period of rapid growth rather than a lack of commitment, and it has given us clearer insight into where we need to focus next.

These outcomes reinforce the importance of our continued shift toward developing our online delivery. The learning from this year directly informs our 26/27 goals and our long-term pathway toward reducing our overall footprint and offsetting all emissions by 2030.

Goals and Targets for 2026/27 and beyond

Environmental - Increase the proportion of fully online projects to further reduce travel-related emissions.

Digital Delivery & Innovation - Expand and refine our online delivery model to ensure high-quality, low-impact client experiences.

Social Impact - Strengthen our supplier sustainability criteria, ensuring that a growing percentage of our spend goes to small, diverse, and values-aligned suppliers.

People & Culture - Continue embedding practices that support wellbeing, autonomy, and sustainable workloads within Five&Co, maintaining a culture of continuous learning, reflective practice, and shared responsibility for impact.

Long-Term Vision - Build a scalable, modular suite of offerings that support long-lasting change in client organisations while maintaining a minimal environmental footprint.





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.

www.fiveandco.com

