



CATALYSTS OF CHANGE
3ADAPT'S 2022-23 IMPACT REPORT

FOREWORD

Welcome to the 3ADAPT's 2022-23 Impact Report – Catalysts of Change. This provides a reflection of our journey, achievements, and the tangible impact we've created in the realms of sustainability, carbon reduction, climate change adaptation, and ecological stewardship. In this report, we present a transparent overview of our contributions towards fostering a sustainable future, underscored by our consultancy services and innovative software solutions for sustainable land management.

At 3ADAPT, we are driven by the vision of integrating sustainability into the fabric of every organization and community we work with. This report highlights our collaborative efforts with partners and clients, showcasing real-world examples of sustainability in action. Through our work, we aim not just to inspire but to ignite change, providing the tools, knowledge, and leadership needed to navigate the challenges of our time.

As we share our achievements, we also set our sights on the future. The path to sustainability is ongoing, and while we celebrate our progress, we recognize the work ahead. This impact report serves as both a testament to our commitment and a call to action, inviting others to join us in making a meaningful difference.

Thank you for taking the time to learn about our impact. Together, we can create a legacy of sustainability for generations to come.



A handwritten signature in black ink that reads "Phil Hampshire".

Phil Hampshire
Cofounder & Director, 3ADAPT



A handwritten signature in black ink that reads "Anthony Davies".

Anthony Davies
Cofounder & Director, 3ADAPT



*The 3ADAPT Team
on a Team Away
Day at Kew
Gardens in
September 2023*

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1 INTRODUCTION

INTRODUCTION

At 3ADAPT, we provide specialisms across a number of spatial scales. We work across sectors, cross fertilising ideas through diverse and complementary skills. To support our offer, we also develop software for use by our team and direct to users to help them transition more rapidly towards a sustainable future.

Our Impact Report is a comprehensive overview of our sustainability journey and the positive impact we've made on the environment, society and economy, through our work and internally. In these pages, we delve into our services, achievements, and challenges encountered throughout the reporting period, reflecting our commitment to transparency, accountability, and continuous improvement. From carbon reduction efforts and community engagement initiatives to supply chain sustainability and stakeholder collaboration, this report highlights our dedication to driving positive change and creating value for all stakeholders.

We hope you enjoy reading this report as we reflect on our progress, celebrate our successes, and chart the course for a more sustainable and inclusive future.



Members of the 3ADAPT Team volunteering with The Conservation Volunteers

VISION AND MISSION

Our vision is a sustainable world its what unites us. Our [“Doing Good”](#) Policy sets out what we mean by this by using a robust model and detailing a number of commitments and ways of measuring our progress in relation to these.

Our mission sets out in broad terms how we intend to use our diverse skills to work towards this vision.



We **embrace complexity** to enable change that **enriches society** and is **kind to our planet**. We **collaborate** to enable progress that reflects each unique context. We do this through applying **robust** models of sustainability, collating **evidence**, and applying leading research to grow **natural, social, human, intellectual, manufactured** and **financial** capital. We create **measurable benefits** to our clients, collaborators and **society as a whole**. We do this with **honesty, empathy** and **enthusiasm**. Always with the intention to have **fun** and make **friends** along the way.

OUR VALUES

WHAT WE LIVE BY

Our values run throughout. They guide us – they are our compass. If something feels like we are not living by these values, then all staff are encouraged to say, and we can figure out how to get back on track.

1

CHALLENGE THE CONSTRAINTS

We want to change things at scale and pace – we need to if we want to *create a sustainable world*. To do so its likely that we will have to challenge the constraints.

2

SMILE, HAVE FUN AND BE KIND

Enjoy time spent with people. Laugh. Don't take yourself too seriously. Amazing stuff happens when people want to work together and have each others backs!

3

BE CURIOUS, ASK WHY

Go deep. Question. Challenge the evidence. Run scenarios. Join the dots. Embrace complexity. Then simplify, make it relevant and empower others to make a difference.

4

BE HONEST

We are innovating in a complex world. You will make mistakes. If you have made a mistake or are unsure, share. We then all learn from it and move on quicker.

5

ITS OK TO NOT KNOW!

Ask questions. If you don't know something, say. Others can then help you find out. If others are unclear, compassionately challenge, it will make us stronger.

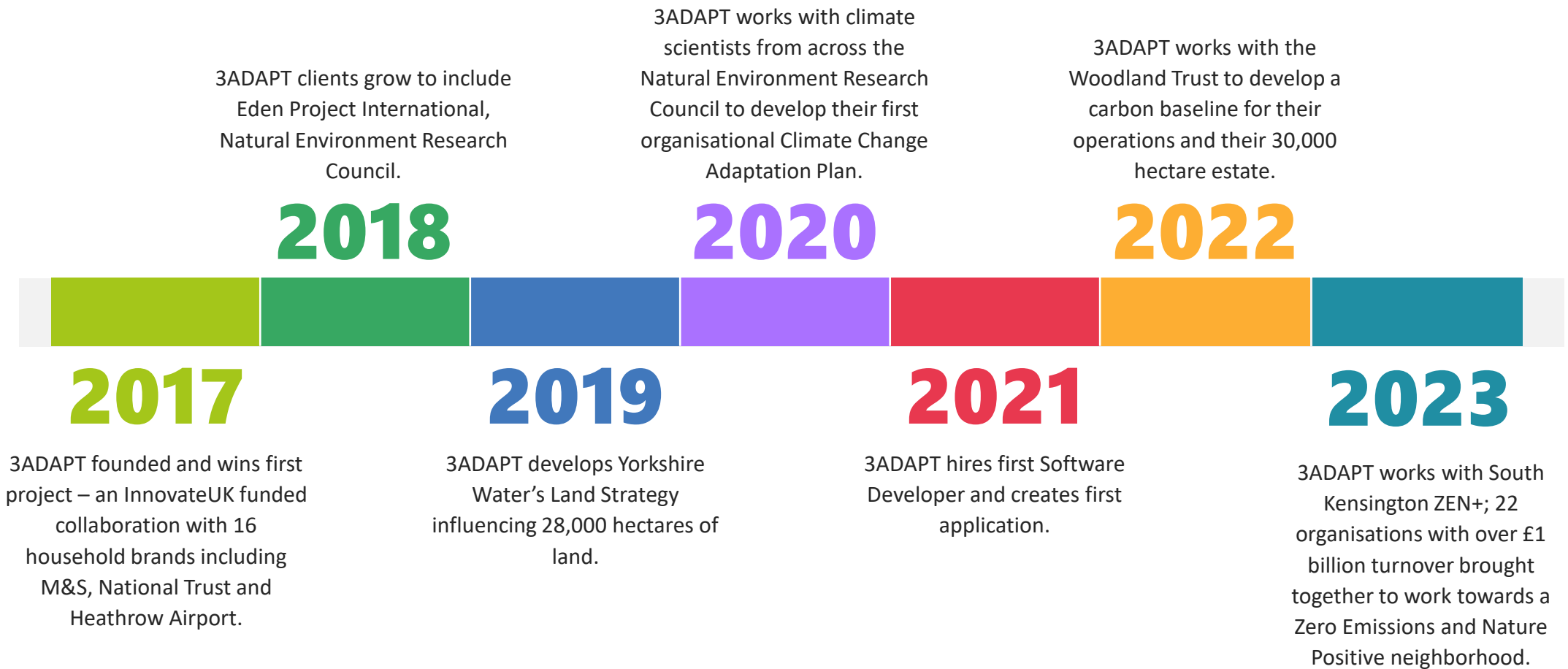
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IF ITS IMPORTANT TO YOU...

It's important to us! No matter how big or small please talk to us about it. If you are uncomfortable or finding something difficult – share.

3ADAPT TIMELINE

3ADAPT TIMELINE



OUR FRAMEWORK FOR CHANGE

Everything we do is based upon growing Natural, Social, Human, Intellectual, Manufactured and Financial capital. From here on in, these will be referred to as the 'Six Capitals'.

We aim to grow the six capitals through progressing commitments structured under each of the following themes. Our associated commitments, KPIs and targets are detailed in section 3 of this report for each theme.

Doing Good: Our Responsibility and Sustainability Policy communicates our ambition and commitments to maximise each capital and move towards our vision of creating a more sustainable world.

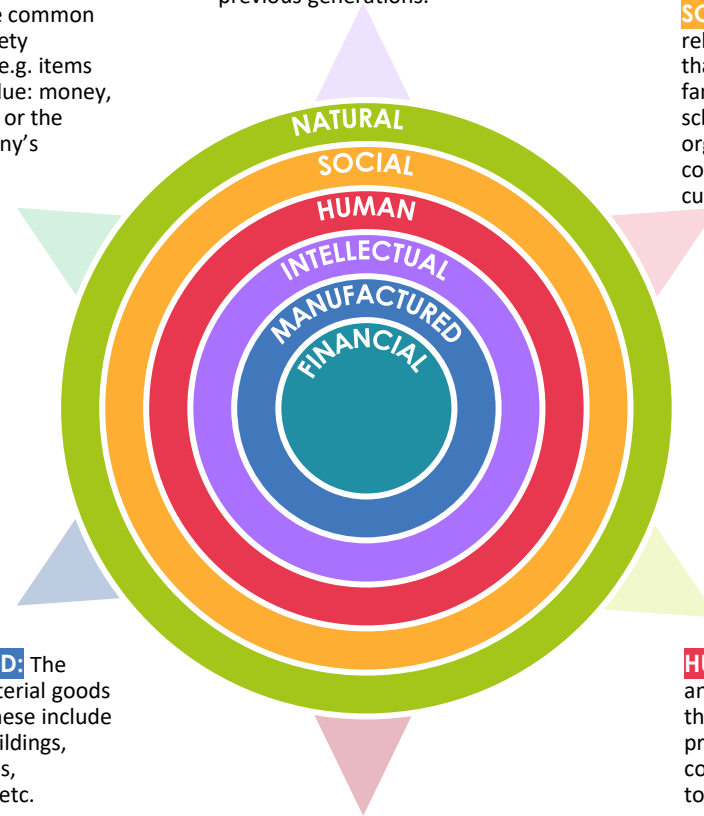
The 'Six Capitals' provides a strong model of sustainability which places an emphasis on living within the limits of the natural environment and developing strategies that grow all capitals. The aim is to improve value through the Six Capitals and deliver benefits for society as a whole.

Anthony Davies, 3ADAPT, Founding Director

FINANCIAL: The common way in which society measures 'value' e.g. items that have cash value: money, stocks and shares or the value on a company's balance sheet.

NATURAL: The natural environment that people use, manage and depend on for life. This includes water, land, air, plants, forests, fisheries and heritage inherited from previous generations.

SOCIAL: The networks, relationships and systems that support us, for example, families, neighbourhoods, schools and voluntary organisations that collectively influence culture.



MANUFACTURED: The human-made material goods or fixed assets. These include infrastructure, buildings, vehicles, machines, chemicals, pipes, etc.

INTELLECTUAL: The knowledge and information used, generated and shared. It encompasses innovation and research.

HUMAN: People's wellbeing and the value they bring through experience, productivity and competencies to society or to an organisation.



2

THE IMPACT OF OUR WORK

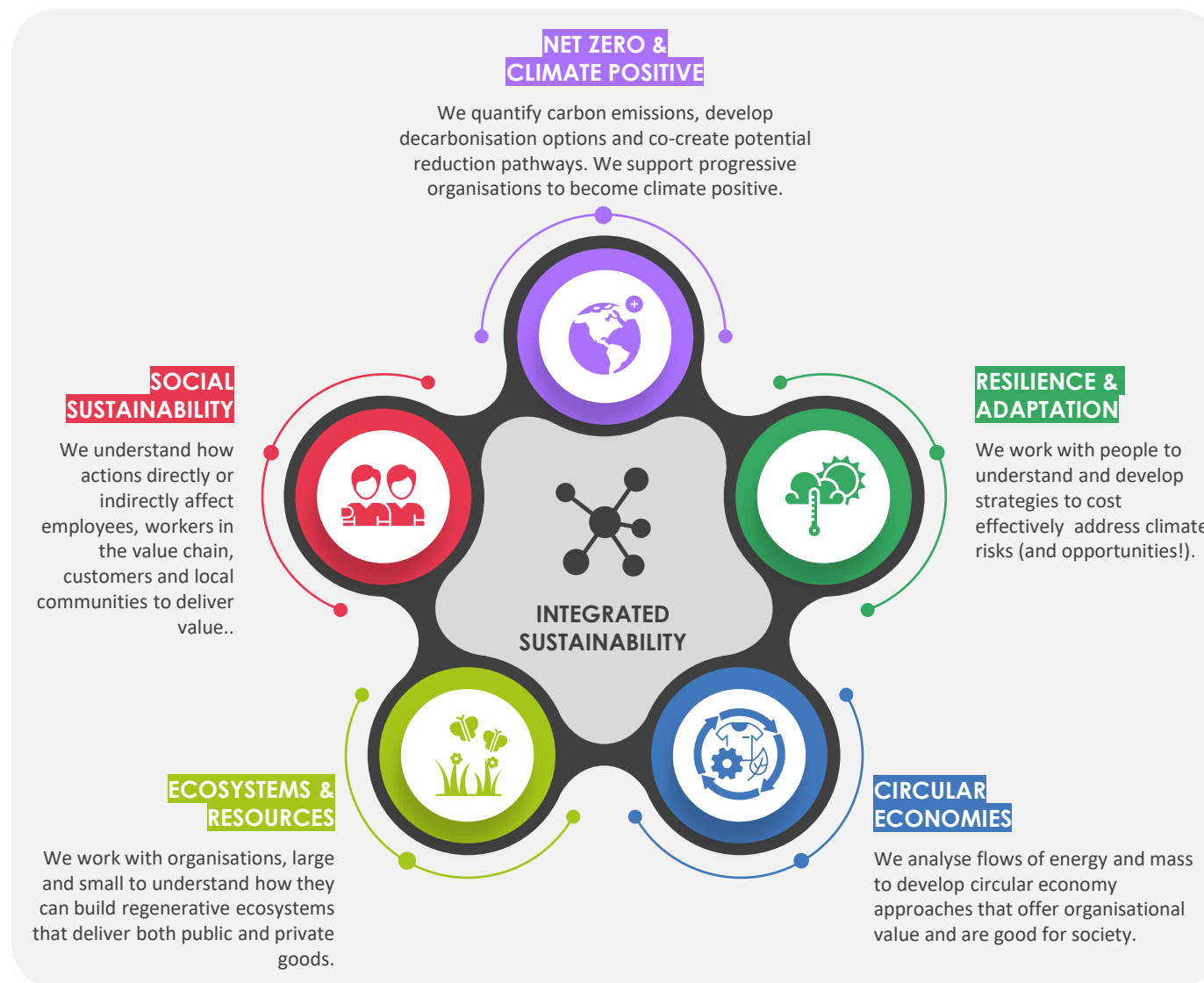
THE IMPACT OF OUR WORK

INTRODUCTION

At 3ADAPT, we pride ourselves on our depth of expertise across various sustainability domains and our unique ability to weave these strands into a cohesive, impactful narrative. Our passion lies in crafting holistic solutions that transcend traditional boundaries, bringing together diverse elements of sustainability into a unified, strategic vision. Whether it's formulating a comprehensive sustainability strategy for an organisation, envisioning a sustainable masterplan for a region, or ensuring the practical delivery of sustainable practices in building projects, we are committed to excellence at every stage.

Our journey with our clients begins from the seed of an idea, nurturing it through business case planning and concept development, all the way to fruition in operation. This journey is fuelled by our dedication to creating sustainable futures and our enthusiasm for seeing these plans come to life. We don't just provide services; we partner with clients to transform visions into realities that leave lasting, positive impacts on our world.

These five areas are our specialisms, where we have deep and evolving knowledge and expertise to help our clients progress specific aspects at scale and pace. For each area of expertise, shown to the right we have provided a logic model as to how our services lead to positive environmental and social outcomes are detailed over the following pages for each service area as well as we have referenced examples of the work that we have done.



THE IMPACT OF OUR WORK



NET ZERO AND CLIMATE POSITIVE

We quantify carbon emissions, develop decarbonisation options and co-create potential reduction pathways. We support progressive organisations to become climate positive developing decarbonisation strategies, supporting policies and implementation plans working directly with those that will deliver the change.

We use the most appropriate standards including the GHG Protocol, the Science Based Targets Initiative (SBTI) as well as Taskforce for Climate related Financial Disclosures. If considering products or capital projects we are also experienced at working with guidance such as the UK GBC Net Zero Definitions.

For projects completed in 2022/23:

- 63% of our clients already had a net zero targets.
- 57% of our clients have employed us to develop their carbon targets or work towards targets they have already set.
- 83% of our clients either have a net zero target or we are working with them to set/work towards it.

SINCE WE FOUNDED IN 2017, WE HAVE...

We have supported and guided organisations towards net-zero emissions and climate positivity by conducting thorough carbon assessments and implementing innovative solutions like renewable energy integration and carbon offsetting. With our clients we develop ambitious climate action plans, foster collaboration, and emphasise continuous monitoring to ensure progress.

POSITIVELY CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



WHAT ARE WE EXCITED ABOUT

3ADAPT is keenly focused on assisting organisations to identify and mitigate high-impact aspects of their operations, particularly within supply chains. As interest grows, we are aiding entities in enhancing their procurement processes and fostering collaborative improvements. Our current initiatives ensure carbon considerations are integral from procurement to supplier contract management.

We've crafted data collection mechanisms and developed training for procurement personnel to acquire structured data and comprehend the carbon implications within their supply chains. Our goal is to fortify strategic planning and understanding of supply chain emissions. Furthermore, we're guiding clients in establishing sound offsetting and inssetting strategies, adhering to the latest standards such as the Oxford Principles, and formulating robust offsetting policies.

CASE STUDIES

OXFORD UNIVERSITY GARDENS, LIBRARIES & MUSEUMS (GLAM)



3ADAPT developed GLAM's carbon baseline across scopes 1, 2 and 3 for 7 departments and over 50 buildings, explored net zero carbon targets and formed a decarbonisation strategy. This involved understanding and quantifying complex emissions sources such as visitor and object travel, using bespoke approaches to estimating emissions from datasets of varying quality.

*We explored ways to reduce emissions across the museum's activities in excess of **2,400 tonnes CO₂e** to Net Zero by 2035*

NATIONAL LOTTERY HERITAGE FUND



*This project was seeking ways to reduce carbon emissions across **an annual fund of £250m** with estimated carbon emissions over the life cycle of the funded projects in the region of **around 1.5million tonnes CO₂e**.*

THE IMPACT OF OUR WORK



RESILIENCE & ADAPTATION

The effects of climate change and environmental degradation are already a fact of life. Investing in resilient infrastructure, nature-based solutions and capable warning systems can help us adapt to a changing climate today while helping us manage rising instances of extreme weather.

We work with organisations to understand and model the risks posed by climate change. Through an evidence-based process, we then work to develop strategies to cost effectively address climate risks and opportunities.

SINCE WE FOUNDED IN 2017, WE HAVE...

Worked with regional, national and international organisations including those at the forefront of climate science to identify their organisational climate risks.

Worked with stakeholders from across all business units / departments to co-create organisational risk registers that integrate climate change risks.

POSITIVELY CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



WHAT ARE WE EXCITED ABOUT

3ADAPT is currently collaborating with the Woodland Trust to advance their climate change adaptation and resilience across a vast national estate encompassing over 30,000 hectares. Leveraging our comprehensive experience from projects with NERC and Kew, we are engaging with both central and regional teams to distil best practices into an organisational risk register. This process involves meticulous assessments of the unique vulnerabilities and adaptive capacities of the Trust's extensive land holdings. Through targeted workshops and strategic planning sessions, we are facilitating the development of a robust adaptation framework. This initiative is designed to safeguard the ecological integrity and sustainability of the Woodland Trust's forests, ensuring they are resilient in the face of climate variability and change, while continuing to provide essential ecosystem services for generations to come.

We are also developing the capabilities of our innovative web platform, Landarna. This tool is revolutionising the way large landholding organisations, like the Woodland Trust, assess and manage their land-based assets. We are particularly excited about developing its capabilities to understand climate-related risks. With Landarna, we can swiftly identify assets at higher risk from emerging climate challenges, including those likely to become

CASE STUDIES

ROYAL BOTANICAL GARDENS, KEW



RBG, Kew, with its vast collection and research infrastructure, recognized the need to align with the Greening Government Commitment by ensuring a robust Climate Change Adaptation strategy was in place. Based on the guidelines from ISO 14090, 3ADAPT supported the development of RBG, Kew's first CCA strategy and continue to support the embedding into cross-directorate procedures and processes.

WOODLAND TRUST



We supported the Woodland Trust in developing a Sustainability Strategy towards 2030. For the first time we also undertook a structured estimate of carbon storage and anticipated future carbon sequestration and removals in woodlands they owned. Carbon removals were assessed based on core aspects of the Woodland Trust's Strategy, focusing on protecting and restoring existing woodlands while creating new ones.

THE IMPACT OF OUR WORK



ECOSYSTEMS & RESOURCES

The twin challenges of climate change and biodiversity loss are disrupting the ecosystems that underpin human existence. Protecting the environment and revitalising natural resources contributes to healthier lives and makes possible the innovations needed for a thriving future economy.

We work with landowners and organisations, large and small to understand how they can build regenerative ecosystems that deliver both public and private goods.

SINCE WE FOUNDED IN 2017, WE HAVE...

Collaborated with clients ranging from developers, utility companies, environmental NGO's, to directly working for groups of farmers as part of the DEFRA Test and Trials.

Considered a range of interventions from peatland restoration, to woodland creation , changing agricultural practice to understand their impact on natural capital.

POSITIVELY CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



WHAT ARE WE EXCITED ABOUT

We are excited to support organizations in navigating the evolving landscape of Taskforce on Nature-related Financial Disclosures (TNFD) reporting. As guidance matures, we believe it will lead to more robust and meaningful outcomes. The emerging TNFD framework is crucial for organizations to transparently communicate their engagement with nature-related issues; we are eager to assist in structuring disclosures around its 4 foundational pillars:

- **Governance:** We'll help establish and report on the governance structures that oversee their nature-related policies and practices, ensuring accountability and effective management.
- **Strategy:** Our expertise will guide organizations to articulate their strategic approach to managing nature-related issues, demonstrating their commitment to environmental stewardship.
- **Risk and Impact Management:** With our support, clients will enhance processes for identifying, assessing, and prioritizing nature-related risks/ impacts, fostering resilience and informed decision-making.
- **Metrics and Targets:** We'll aid in defining clear metrics and targets, enabling organizations to track performance and progress in addressing nature-related concerns, and meeting legal and regulatory requirements.

CASE STUDIES

ROYAL BOTANICAL GARDENS, KEW



Our work included developing an impact framework to quantify the environmental and social impacts of TCV's volunteer activities,

We supported assessing around 6,000 nature-based interventions across multiple sites for the 2022-2023 period.

DEFRA TESTS & TRIALS



Defra is testing and trialling the new Environmental Land Management (ELM) scheme with farmers and land managers across the UK in preparation for its official launch due in 2024. 3ADAPT were commissioned as a part of the Trials, to quantify and monetise the impacts of four different agricultural Land Management Plans, intended to inform Defra's decision-making on appropriate financial support for farmers and land managers for ELM.

THE IMPACT OF OUR WORK



SOCIAL SUSTAINABILITY

Unsustainable development fuels inequality, poverty and climate change and the impacts of climate change are not experienced equally across communities. Ensuring trustworthy institutions that prioritise accountability, inclusivity and a fair distribution of political and economic power will help shape a healthier, equitable and ultimately more prosperous world.

We understand how actions directly or indirectly affect employees, workers in the value chain, customers and local communities to deliver social value.

SINCE WE FOUNDED IN 2017, WE HAVE...

Supported organisations to realise their impacts on people, communities and society. We help them quantify this throughout their organisation or for bespoke projects, and importantly advise them on and create holistic sustainability strategies to maximising their positive impact and address gaps, such as with employee happiness, diversity, community impact, social assessment in the supply chain, local economic impacts, and procurement practices.

POSITIVELY CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



WHAT ARE WE EXCITED ABOUT

At 3ADAPT, we are enthusiastic about helping organizations navigate the evolving trends in social sustainability. Our expertise in sustainability consultancy positions us uniquely to guide businesses in enhancing their focus on the social aspect of ESG (Environmental, Social, Governance). We are keen to assist in developing strategies and initiatives that significantly invest in and improve the lives of employees and the wider community.

With the Landarna platform, we are particularly excited to offer insights into social indicators specific to locations and activities. This capability will enable us to provide comprehensive assessments of social impacts, such as job creation, improving placebased investments to improve areas with low performing indices of multiple deprivation, thus aiding businesses in making data-driven, socially responsible decisions.

Furthermore, look forward to leveraging our skills to foster collaboration between different stakeholders. By encouraging partnerships over competition, we aim to facilitate shared sustainability goals, aligning with global efforts towards more inclusive, cohesive, and resilient societies.

As we look forward to the next year, 3ADAPT is committed to being at the forefront of supporting organizations in addressing the dynamic and vital area of social sustainability.

CASE STUDIES

THE FWD PROJECT



We have played a pivotal role since 2018, supporting the initiative's growth into a cutting-edge program that prepares individuals and businesses for future challenges. FWD aims to enhance inclusivity in education and career pathways, particularly for marginalized communities.

FWD aims to engage with hard-to-reach communities, connecting them with businesses and potential employees, whilst addressing the challenges and skills gaps of these organisations

UK SBS CSR STRATEGY



Through stakeholder engagement, we identified priority themes and developed an initial CSR framework, complete with metrics, responsibilities, and actions. Our recommendations for increasing CSR maturity are poised to foster a more sustainable and equitable operational model for UK SBS.

THE IMPACT OF OUR WORK



CIRCULAR ECONOMIES

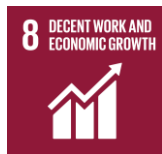
The earth's resources are precious and finite. Reusing, repurposing and recycling materials takes the pressures off of natural systems while reducing pollution and waste across supply chains. Smart cities and intelligent business practices are critical to closing the systemic loop.

We work closely with stakeholders, analyse flows of energy and mass to develop circular economy strategies that offer organisational value and are good for society through reducing extraction of virgin resources, costs and whilst reducing operational expenditure.

SINCE WE FOUNDED IN 2017, WE HAVE...

Guided organizations in the implementation of circular economy principles By conducting thorough assessments of organizational processes, supply chains, and product lifecycles, we have identified opportunities for resource optimization, waste reduction, and material reuse.

POSITIVELY CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



WHAT ARE WE EXCITED ABOUT

The shift to a circular economy is not just an environmental imperative but also a strategic business move. It offers significant benefits, including cost savings, enhanced brand reputation, and compliance with emerging regulatory frameworks. Moreover, by designing or procuring products that are durable, reusable, and repairable, businesses can create new value and opportunities, contributing to a more sustainable future. Our role is to facilitate this transition, leveraging our expertise to create circular solutions that are both practical and impactful.

At 3ADAPT, we are passionate about supporting our clients in transitioning towards more circular economy-based operating models. Embracing the latest trends, we focus on innovative strategies that align with the growing global commitment to sustainability. Our approach is designed to help businesses reduce waste, optimize resource use, and reimagine traditional linear processes. In line with the latest standards, we look forward to continuing to guide our clients towards efficient and environmentally sustainable business practices.

CASE STUDIES

YORKSHIRE WATER



We developed an estate-wide model that integrates various workstreams with the existing wastewater treatment works. Our model applied circular economy principles to optimize energy and mass flows, focusing on initiatives like CO2 capture and nutrient recovery. The six capitals assessment conducted offered insights into the potential scenarios and their commercial and societal value to inform decision-making for the Esholt Estate's future development

EXHIBITION ROAD CULTURAL GROUP (ERCG)



In collaboration with ERCG, we conducted a data quality survey to establish a circular economy baseline across 23 organizations, exploring sustainable sourcing, end-of-use practices and circular economy infrastructure.

We recommended strategies to minimize waste and achieve a recycling target of 75% by 2030, including establishing baselines for material sourcing, developing a shared supplier charter, and advocating for sustainable transportation.



3

OUR DOING GOOD
STRATEGY

DOING GOOD STRATEGY

INTRODUCTION

As a sustainability consultancy, everyday we help our clients and collaborators adapt to be more sustainable. [Doing Good: Our Responsibility and Sustainability Policy \(June 2021\)](#) sets out our commitments to ensure that our own business is having a positive impact. It provides an overview of key drivers and ultimately the ways in which we will hold ourselves to account.

It covers areas which may also be typically referred to as Corporate Social Responsibility (CSR) which we believe is essential to an enduring, successful and ultimately sustainable business. It will also provides a reference point for others to both critique and support us on our own journey. We will revisit these annually to track and report our progress.


This report contains our first reflections on our journey so far, highlighting what we have achieved, what we are progressing and where we are behind.

Targets are framed around our 6 Capitals, and our progress so far is documented on the following pages. As well as highlighting our achievements we also reflect on the barriers we are tackling.



DOING GOOD STRATEGY - NATURAL



THEME / COMMITMENT	TARGET	PROGRESS	COMMENTS	NEXT STEPS
 <p>As part of our commitment to The Race to Zero, we will build momentum in the shift to a decarbonized economy.</p>	<p>We will set a net zero pathway aligned with Science-based Targets of 1.5 degrees warming.</p>	<p>COMPLETE</p>	<p>We set an Absolute Emission Contract Approach to reduce our net emissions to Zero by 2030 and at a rate exceeding 4.2% per annum – the science-based trajectory to 2035. This targeted annual reduction covers all scopes of emissions as scope 3 emissions make up most of our total emissions.</p>	<p>We will seek to reduce emissions inline with the annual reductions inline with the SBT trajectory over coming years, focusing on purchased goods and services which represent our largest source of emissions being transparent about the challenges of doing this as a growing organisations.</p>
	<p>We will be net Zero carbon across scopes 1, 2 and 3 by 2030.</p>	<p>BEHIND</p>	<p>We have reduced the emissions most with our control (Scope 1 and 2) by moving to a more energy efficient office (EPC C) which is also all electric. We have also procured REGO backed electricity, meaning our electricity is Zero Emissions.</p> <p>Whilst we have reduced our emissions where possible, the intensity of our emissions per FTE has stayed relatively consistent since our baseline year. Our absolute (total emissions) emissions this year have risen, driven by our growth as an organisation with a 38% growth in FTE and a 60% growth in revenue.</p> <p>Note that our intensity metric per unit of revenue is 21% less than the DEFRA 2022 emissions factor for <i>“Services of head offices; management consulting services”</i></p>	<p>Take active steps to address our scope 3 emissions particularly through our procurement. This will involve better quantification and understanding of these emissions and then seeking to work with suppliers to reduce these or where this is not feasible considering the most robust offsetting mechanisms.</p> <p>We are also exploring renewable energy generation on the roofs of our offices, which could provide benefits to the wider businesses within our community at Beehive’s yard.</p> <p>We are currently reviewing suitable carbon credit providers to offset our emissions.</p>
	<p>By 2030, we will Only work with clients who have Net Zero targets, or work with clients to produce them.</p>	<p>ON TRACK</p>	<p>For projects completed in 2022/23: 63% of our clients already had a net zero targets 57% of our clients have employed us to develop their carbon targets or work towards targets they have already set. 83% of our clients either have a net zero target or we are working with them to set/work towards it.</p>	<p>Continue to monitor and advocate that our clients set their own Net Zero Targets.</p>

DOING GOOD STRATEGY - NATURAL



CARBON

In 2021, we developed a carbon baseline for our own operations. This page summarises our emissions since we began gathering our greenhouse gas emissions data in 2020. The most up to date emissions conversion factors for the specified reporting year are used from the Department for Business, Energy and Industrial Strategy.. After putting in place measures to quantify and monitor the vast majority of our carbon emissions, we will have developed a carbon baseline for our operations

- **Scope 1** includes direct emissions from office gas use. This was eliminated in 2021 when we moved offices.
- **Scope 2** includes indirect emissions from purchased energy; notably purchased electricity for our office.
- **Scope 3** includes other indirect emissions that occur in our value chain, including those from purchased goods and services, business travel, employee commuting and home working. We are unable to access data from our water use or waste management, however due to the small scale of our operations these emissions will be negligible.

PROGRESS SO FAR

We have already taken steps to reduce our emissions which include:

- **Understand and Monitor our Site Emissions**
- **Improve our Quantification and Monitoring of Scope 3 Emissions**
- **Procuring Renewable Energy for our Office:**
- **Reducing our Travel Impact:**
- **Driving Electric Company Cars.**
- **All Staff have Renewable Energy Providers**

In order to meet our climate positive ambition, we will:

- Continue to reduce our absolute emissions through emissions abatement,
- Over-offset our residual emissions by at least 5% to ensure that we continue to contribute to efforts that reduce atmospheric greenhouse gases,
- Purchase locally sourced 'neutralisation' offsets, i.e. those that physically extract and lock up carbon from the atmosphere,
- Ensure that the offsets we purchase are in schemes that deliver wider sustainability benefits e.g. social and economic benefits to local communities

ABSOLUTE EMISSIONS	2020/21 (baseline)	2021/22 (last year)	2022/23 (this year)
Scope 1 (TCO2e/Year)	1.0	1.0	0.0
Scope 2 (TCO2e/Year)	1.4	0.3	1.4
Scope 3 (TCO2e/Year)	20.4	28.3	38.5
Total (TCO2e/Year)	22.8	29.6	39.9
Absolute Reductions	0%	+29%	+75%

FTE EMISSIONS INTENSITY	2020/21	2021/22	2022/23
FTE	8	10	11
FTE Growth	0%	25%	38%
FTE Intensity (TCOe2/FTE/Year)	2.85	2.96	3.63
FTE intensity reduction on baseline year (%)	0%	+3.86%	+27.36%

REVENUE EMISSIONS INTENSITY	2020/21	2021/22	2022/23
Revenue (£)	466,999	507,535	748,829
Revenue Growth	0%	9%	48%
Revenue Intensity (kgCO2e/£)	0.04	0.058	0.053
Revenue Intensity reductions on baseline year (%)	0%	+45%	+32.5%



DOING GOOD STRATEGY - NATURAL



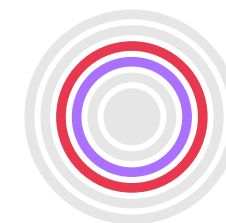
THEME / COMMITMENT	TARGET	PROGRESS	COMMENTS	NEXT STEPS
 <p>BIODIVERSITY</p> <p>We will support tackling the biodiversity crisis by ensuring it is integral in client work and</p>	We will track and report the Biodiversity Net Gain (BNG) impact of our relevant projects.	ON TRACK	BNG in the UK is a policy and approach aimed to ensure that new developments contribute positively to biodiversity. Where we can influence, we recommend and give guidance on implementing BNG beyond mandatory requirements.	We are looking to expand our projects related to and contribute to national BNG efforts. We have expanded our consultancy offering organisations to report against the The Taskforce on Nature-related Financial Disclosures (TNFD) guidance
	Dedicate at least 1 day per year for all staff to participate in projects that provide a positive Biodiversity Net Gain impact (i.e. woodland creation, removal of invasive species etc.).	ON TRACK	In 2022, our staff volunteered with The Conservation Volunteers (TCV), collectively volunteering 36 hours of time.	We are considering opportunities for our next volunteering day for staff in 2023/24.
 <p>RESOURCES</p> <p>We will take responsible stewardship of our precious resources</p>	Become zero waste to landfill by 2025	BEHIND	Due to our waste collection service not being under our contract control, accessing our waste data directly is not possible. Nevertheless, while we actively strive to minimize waste generation, our waste collection servicers ensures that our waste is collected and recycled.	
	We commit to ensuring water security across relevant projects in the wake of the highest climate change projections for rainfall.	ON TRACK	Where applicable, water conservation is part of our recommendation to clients.	We will continue to integrate water conservation across relevant projects.
	We commit to increasing flood resilience across relevant projects.	ON TRACK	We have expanded our consulting offering in climate change adaptation, where risk management for future rainfall projections and increase flood resilience is critical.	Relevant projects includes climate change adaptation work with Kew Gardens the Woodland Trust and plans to work with national parks.
	We will commit to monitoring and reducing our water consumption in our office and those who lease in the same building. m3/year	BEHIND	Monitoring water consumption is not currently possible in our leasing contract in Bath. However, we use water in our office conservantly.	



DOING GOOD STRATEGY - SOCIAL



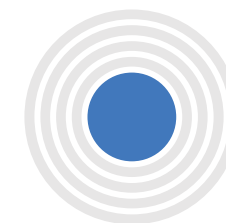
THEME / COMMITMENT	TARGET	RAG	COMMENTS	NEXT STEPS
 <p>SOCIAL IMPACT</p> <p>We will give back to society and support the next generation</p>	We will donate 1% of our profits to charities and good causes.	ON TRACK	<ul style="list-style-type: none"> We have donated this annually since 2020. 	<ul style="list-style-type: none"> Our next charity donation is to be decided by our staff.
	We will encourage our staff to undertake 2 days of volunteering per year on charitable / educational work.	BEHIND	<ul style="list-style-type: none"> 5 of our 9 full time employees undertook at least one day of volunteering. Activities include mentoring, lecturing, events coordination, conservation 	<ul style="list-style-type: none"> We continue to encourage and facilitate volunteering within our team.
	We will set up a 3ADAPT foundation and support bursaries for further/higher education activities to those from under privileged backgrounds	NO LONGER PROGRESSING	<ul style="list-style-type: none"> This is an aspirational goal; our resources are not yet able to pursue this. 	
 <p>EQUALITY, DIVERSITY & INCLUSION</p> <p>We will foster strength and unity through our differences</p>	We commit to the development of a diverse team and equitable pay and rewards.	ON TRACK	<ul style="list-style-type: none"> We have undertaken a team strength analysis and we review CV's blind to avoid unconscious biases. We have a statement on pay with transparent salary bands and company pension contributions 	<ul style="list-style-type: none"> Our new team members take the strength analysis as part of our onboarding process.
	We will ensure our employees are trained on topics related to equality, diversity and inclusion.	ON TRACK	<ul style="list-style-type: none"> All our team joined our EDI training day facilitated by RightTrack. 	<ul style="list-style-type: none"> As our team expands, we will look to facilitate another EDI training day.
	Provide transparent pay bands for all employee grades.	ON TRACK	<ul style="list-style-type: none"> Our pay bands are available to all employees. 	<ul style="list-style-type: none"> We will continue to update our pay bands as appropriate with our financial situation.
	Create a dedicated equality, diversity and inclusion policy.	ON TRACK	<ul style="list-style-type: none"> Our Equal Opportunities and Anti-discrimination Policy commits us to enable equal opportunities without discrimination for all staff and applicants. 	<ul style="list-style-type: none"> We review this policy annually and update where appropriate.



DOING GOOD STRATEGY - HUMAN, INTELLECTUAL



THEME / COMMITMENT	TARGET	PROGRESS	COMMENTS	NEXT STEPS
 <p>WELLBEING AND HAPPINESS</p> <p>We aim to facilitate a happier and fulfilled team and collaborators</p>	Provide health insurance	BEHIND	We are currently reviewing suitable and viable health care insurance options.	We will seek to review a selection of providers against preferable criteria.
	Participate in cycle to work scheme	COMPLETE	We support our employees active travel through our participation in the Cyclescheme and we have cycle parking on our office site.	
	Provide £300 a year for staff to join health clubs	BEHIND	Rather than direct cash transfers, we facilitate weekly health, wellbeing and social activities for our team, such as board games, sports and a weekly team lunch complementary from 3ADAPT.	Our employee satisfaction is high, and we will aim to continue to support our team's wellbeing at work and at home.
	Ensure that at least one member of our team is trained as a mental health first aider.	COMPLETE	We have three employees trained as mental health first aiders.	We will review to expand this as our team grows.
 <p>KNOWLEDGE</p> <p>We aim to facilitate a happier and fulfilled team and collaborators</p>	Collectively contribute 50 hours a year to support educational activities across all skill levels.	ON TRACK	In the year 2022 to 2023 our team collectively obtained a total of 54 hours to support educational activities.	
	Report progress of all targets of the 'Doing Good: Our Responsibility & Sustainability Policy'.	COMPLETE	This report is the first of our Annual Impact Report.	We aim to publish our Impact Report annually online.
	We will put in place support and budgets to support team development through attendance at courses and internal knowledge sharing.	COMPLETE	We have £1000 a month budgeted for team development. This year for example we have supported purchase of IEMA membership and sustainable procurement training courses.	Our team continues to grow in expertise and in numbers. We will continue to support and enhance this expansion.
	We will allocate time to the development of new internal systems and processes to improve our knowledge share and improve the effectiveness of our work. We will seek direct feedback from our clients to improve our offer.	COMPLETE	We are continuously aiming to develop; we grow through various means such as our client feedback survey, internal project reviews and Thursday Thinkers.	Whilst growing in service offerings such as TNFRD reporting, climate change adaptation and the rollout of LANDARNA, we will continue to expand and enrich knowledge across the team.

DOING GOOD STRATEGY - MANUFACTURED, FINANCIAL



THEME / COMMITMENT	TARGET	PROGRESS	COMMENTS	NEXT STEPS
 To Be proud of what we own and borrow	We will assess asset spend over £10,000 in terms of its six capitals impact and use this to inform decision making. Company assets include offices, cars, equipment, etc.	ON TRACK	Our choice of a new office space was driven with the six capitals in mind. We feel this is a space that provides a great working environment. It is a collaborative facilitating productivity and its ergonomics and position by the city center enhances employee wellbeing. We account for the life cycle emissions for the IT equipment we purchase, including this in our scope 3 emissions.	We will continue to take a circular economy perspective when buying goods. Incorporating principles of reducing and assessing needs, leasing, sharing, recycling, repairing, reusing, and using renewable and recyclable materials.
 We will ensure just and shared rewards	We will ensure all Director, and encourage employee, pensions are invested in sustainable pension funds.	COMPLETE	Our pension funds are within Nest who have a sustainable pension fund option which employees can choose. Directors have sustainable pension funds invested in the Royal London Sustainable World Trust Fund.	
	We commit to paying all our suppliers the UK Living Wage.	COMPLETE	All employees, including interns and placement students, are paid above the UK Living Wage requirement.	
	We will ensure at least 80% of our banking services are provided by a social investment organisation, Certified B Corp, a member of the global alliance for banking on values, a cooperative bank or credit union, local bank serving the community or independently-owned bank.	BEHIND	We are unable to find a suitable business bank provider that aligns closely with our values.	We will review financial providers who align with our values for future activates.



3

THE FUTURE

THE FUTURE

At 3ADAPT, we're incredibly optimistic about the future of our consultancy and the expansion of our software services. Our foundation in sustainability, with a keen focus on carbon, climate change adaptation, and ecology, positions us uniquely to address the pressing environmental challenges of our times. Our commitment to innovative solutions and sustainable land management is more than just a mission—it's a passion that drives us.

The reason for our excitement about the future of 3ADAPT consultancy lies in the ever-growing demand for expertise in sustainability. Businesses, governments, and communities are increasingly recognizing the importance of ecological considerations in their operations and planning. This shift towards sustainability is not just a trend; it's a fundamental change in how societies operate, offering us the opportunity to lead, influence, and implement meaningful changes that have a lasting impact on the planet.

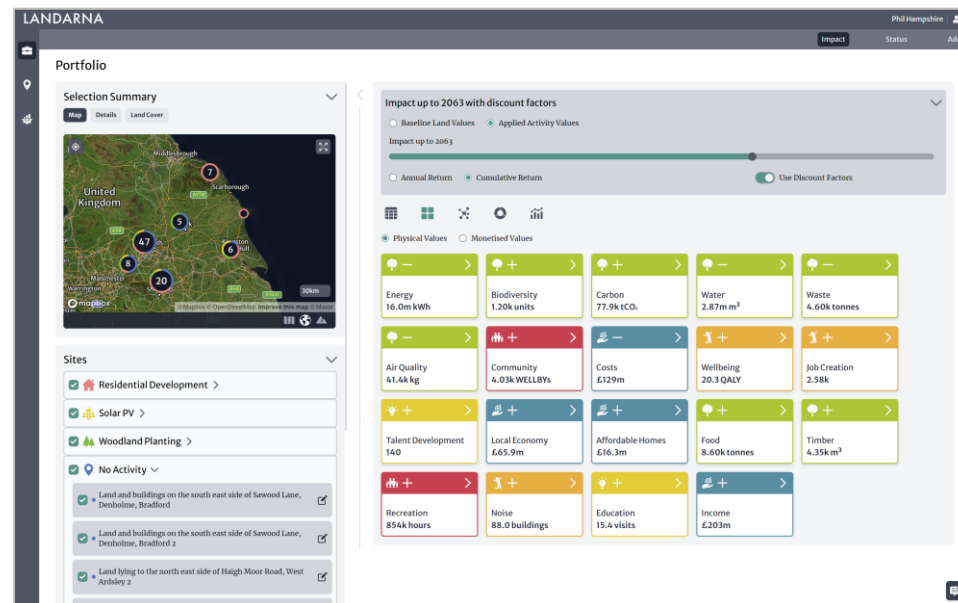
In parallel, the development of our software services represents a significant leap forward in how sustainability can be integrated into land management practices. Our software solutions are designed to be intuitive, providing actionable insights that empower users to make informed decisions that benefit the environment. This technological advancement allows us to scale our impact, reaching more stakeholders and facilitating a broader adoption of sustainable practices across various sectors.

This is evident in our sustainable land management platform Landarna, where we are on the mission to “create the world’s first platform to assess, inform and report the holistic impact of land opportunities”.

Moreover, the synergy between our consultancy services and software offerings enhances our capability to offer comprehensive, end-to-end solutions. By combining our deep expertise in sustainability consulting with cutting-edge technology, we can provide our clients with unparalleled support in their journey towards sustainability. This integration not only differentiates us in the market but also amplifies our contribution to global sustainability goals.

In conclusion, the future of 3ADAPT is bright and filled with opportunities. Our enthusiasm stems from our ability to make a real difference in the world through our consultancy and software services. As we continue to innovate and expand our offerings, we remain committed to our core values of sustainability, integrity, and excellence. The path ahead is challenging, but with our dedicated team and the support of our clients and partners, we are poised to make significant strides in promoting a more sustainable and resilient future.

The following pages set out our 10-year vision and objectives on which we will reflect next year.



A dashboard from Landarna, 3ADAPT’s prototype software offer showing a summary of impacts across a land portfolio.

Landarna offers several features that include:

- **Add your land holding in seconds** or build a portfolio of land opportunities from scratch in minutes using our smart search functionality.
- **Understand your land & property like never before** through combining a range of datasets with your land holding to provide insight into land values, constraints, designations, demographic, land uses, habitats, and more.
- **Find sites that are suitable for specific land use change and development opportunities** through intelligent filters and presets to identify land most suitable for various forms of development, renewable energy and nature-based solutions
- **Test the costs and benefits of site opportunities across more than 20 impact categories** including carbon emissions, biodiversity, air quality, job creation, wellbeing, and estimated whole life financial performance including CAPEX, OPEX and incomes generation.
- **Scale, manage and report impact** by creating an optimised portfolio that maximises sustainable impacts across your entire land and property ownership or within any region.

THE FUTURE

10-YEAR

By 2028, 3ADAPT will not be just a **consultancy** or **software house**,
but a **force for change**, a *thought leader*, and a *hub for
sustainability innovation*.

Through our growth, expertise, and outreach, we aim to **facilitate
tangible transformations across industries and geographies**,
contributing to a *sustainable future for all*.

VISION

THE FUTURE

10-YEAR OBJECTIVES

- 1. Team Expansion:** Aim to triple our current team size, selectively hiring individuals who resonate with our ethos, possess niche expertise, and bring innovative perspectives. Have leading knowledge and expertise in each of our current specialisms.
- 2. Service Diversification:** Broaden our service portfolio, incorporating emerging sustainability paradigms, while solidifying our position in our current specialisms like Net Zero, Resilience, and Ecosystems.
- 3. Software Mastery:** Elevate our software platform to be a gold standard in sustainable land management, integrating AI and advanced analytics, while ensuring user-centric design and functionality.
- 4. Sectoral Impact:** Make headway into new sectors, leveraging our cross-sectoral experience, to foster a rich tapestry of clientele.
- 5. Research & Development:** Establish an internal R&D wing focused on the cutting edge of sustainability science and technology, ensuring we remain at the forefront of the field.
- 6. Training & Development:** Institute a continuous learning environment, where every team member undergoes periodic training, both in hard skills related to sustainability and soft skills for effective client engagement.
- 7. Become a Best Practice Learning Organisation:** Refine our review and feedback processes to near-perfection, creating a loop of continuous improvement.
- 8. Collaborative Ventures:** Engage in strategic partnerships with academic institutions, tech companies, and other relevant entities, pooling resources and expertise for bigger sustainability wins.
- 9. Holistic Impact Reporting:** Evolve our reporting methods to include not just the quantitative but also the qualitative, narrative-driven impacts of our work, painting a full picture for our clients.
- 10. Regional Expansion:** Open regional offices in at least two new locations, bringing our expertise to new markets, and understanding the nuances of varied regional sustainability challenges.



As we look to the future with optimism and determination, we are always eager to connect with like-minded individuals and organizations. At 3ADAPT, we believe in the power of collaboration to amplify our impact and accelerate progress towards a more sustainable world. Whether you are seeking consultancy services to navigate the complexities of sustainability or interested in leveraging our software for sustainable land management, we would love to talk and explore how we can work together.

Join us in our mission to create a better future for our planet and generations to come.

Let's make a difference, together.

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