



# Environmental Sustainability Report

2023/24

**FiveAndCo.**

Building teams that thrive  
changes everything

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# A Message from Jane Fardon, MD

I am delighted to present to you our annual Environmental Report, outlining our unwavering commitment to environmental sustainability and our significant progress in this regard over the past year.

At FiveAndCo. we believe that a sustainable future is not just a choice but a responsibility. Guided by this principle, we have embedded environmental stewardship into the very fabric of our operations. From reducing our carbon footprint to setting goals for the future, every action we take is rooted in our dedication to protect and preserve our planet for generations to come.

This year, I am particularly proud to announce that FiveAndCo. has achieved a significant milestone in our sustainability journey. Our science-based targets for carbon neutrality by 2030 have been officially accepted by the Science Based Targets Initiative (SBTi) platform. This recognition underscores our proactive approach to mitigating climate change and aligning our efforts with global climate objectives.

Furthermore, I am thrilled to share that we are well on our way towards obtaining B Corp certification, a testament to our commitment to balancing purpose and profit. B Corp

certification reflects our holistic approach to business, considering not only financial performance but also social and environmental impact. We are excited about the opportunity to join a community of like-minded businesses driving positive change worldwide.

In addition, our commitment to sustainability has been recognised through our participation in the EcoVadis platform, where we are diligently working to enhance our business sustainability rating. This ongoing evaluation process reaffirms our dedication to ethical business practices, supply chain transparency, and environmental responsibility.

As we reflect on our achievements and set our sights on the future, I want to express my gratitude to our employees, customers, suppliers, and partners who have played a pivotal role in our sustainability journey. Together, we will continue to innovate, collaborate, and lead by example, striving for a more sustainable and resilient world.

Thank you for your continued support and partnership as we work towards a brighter, greener future.

- Jane

# 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.

# Emissions Data 2023/24



**Scope 1  
Emissions**

**0**

**Metric tons  
of CO<sub>2</sub>e**



**Scope 2  
Emissions**

**0**

**Metric tons  
of CO<sub>2</sub>e**



**Scope 3  
Emissions**

**37.3**

**Metric tons  
of CO<sub>2</sub>e**

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. This has been verified for our 2023 data by the SBTi platform.

Data for our emissions figures is collected centrally through

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





# Goals and Targets for 2024/25 and Beyond

- 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

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 FiveAndCo, 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.



# Our Manifesto

At FiveAndCo. 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.**

Five And Co Consulting Ltd.  
Company Number: 12454187

2nd Floor, 4 Finkin Street, Grantham,  
Lincolnshire, NG31 6QZ

[FiveAndCo.com](https://www.fiveandco.com)