

zenergi



POWERING A SUSTAINABLE FUTURE

Zenergi's
commitment to
improving the
environment we
live in through
social value

Within this report we provide an overview of our existing Environmental and Social Governance (ESG) impacts, whilst also sharing Zenergi's long-term social value ambitions. Looking ahead, Zenergi will report progress transparently and will disclose performance against our commitments annually.

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ZEN
PLANET



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ZEN
PEOPLE



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ZEN
COMMUNITY



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ZEN
CUSTOMERS



Our commitment

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Zenergi is committed to creating a more sustainable future and we are proud of our contribution to solving some of the biggest challenges facing our planet – from tackling climate change, to eradicating poverty, enhancing health and wellbeing, or achieving equal opportunities for all.

'Powering a Sustainable Future' integrates our environmental and social value ambition and commitments into our core business strategy, decision making and operational activities, with increased transparency and accountability to reduce our impact and enhance the role we play within society.

Zenergi is a proud partner to the UK Government and, as such, we have designed our strategy to support the Government's objectives to promote new jobs and skills, encourage economic growth and prosperity, tackle climate change, and level up the UK.

As one of the UK's leading energy and environmental consultancies, we recognise the need for us to lead by example, in addition to the opportunity to have a greater impact than most as we support our wide range of customers to achieve their own sustainability objectives.

Furthermore, we understand that employees, customers, investors, suppliers, and society in general all expect more from organisations in today's world, and quite rightly make decisions based upon their perception of the impact and value of an organisation on society.

'Powering a Sustainable Future' therefore outlines our ambition and our plan to address the challenges we all collectively face. Our long-term commitments are focused across four key pillars, Zen Planet; Zen People; Zen Community; and Zen Customers and we welcome you to join us on this journey.

Graham Cooke
Chief Executive Officer
Zenergi Group



“As a leading energy consultancy, Zenergi acknowledges the dual opportunity we have to deliver positive action in the fight against climate change.”

Pillar 1

Zen Planet

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Protecting the planet from the effects of climate change is a responsibility for every one of us. We all have the ability to make a difference – but we all need to do something now.

The devastation and destruction we are witnessing as a result of climate change is on a scale never experienced before – and escalating fast.

The levels of carbon dioxide in the atmosphere are higher than they have been for over 800,000 years and planet earth is heating like never before. Our oceans are becoming more acidic, they are warming, are polluted with more waste and plastic than ever and our sea levels are rising. Rapid changes in our ecosystems, such as rainforests, deserts and coral reef are having a profound impact on the habitats that rely upon them.

Extreme weather disasters are becoming more commonplace and the destruction they leave in their wake is becoming more devastating.

Furthermore, consumerism is placing immense pressure on natural resources and this is compounded because we haven't designed our supply chains to be circular, so waste and pollution are growing exponentially.

Urgent action is therefore needed to reduce anthropogenic climate change, if we are to collectively avert the crisis facing the planet.

As a leading energy consultancy, Zenergi acknowledges the dual opportunity we have to deliver positive action in the fight against climate change – by minimising



our own environmental impacts, whilst also maximising the benefits our sustainable solutions can deliver on behalf of our customers.

We are therefore taking full responsibility for our own impacts, including our commitment to achieve net zero target by 2025, for scopes 1 and 2 and to have our plans validated by the Science Based Target Initiative & The Climate Pledge.

For our team, we are electrifying all our vehicles by 2030 and offering electric vehicles via a salary sacrifice scheme, in addition to empowering them to measure and minimise their carbon footprint through tools and training.

| By powering a sustainable future for our planet, we are: | 2022 | 2025 | 2030 |
|--|------|------|------|
| Committing to a science-based target for net zero by 2025, for Scopes 1 and 2. | | | |
| Establishing a baseline for Scope 3 and setting a science-based net zero target. | ✓ | | |
| Purchasing renewable energy contracts at Zenergi offices. | ✓ | | |
| Empowering our teams to measure and minimise their own carbon footprint. | ✓ | | |
| Electrifying all Zenergi owned vehicles by 2030. | | | |
| Offering EVs to our team via a salary sacrifice scheme. | ✓ | | |
| Establishing a baseline to enable waste reduction and recycling targets. | ✓ | | |
| Aiming to achieving Zero Waste to Landfill accreditation, whilst removing all single-use plastics. | | | |
| Implementing water and energy reduction plans across our estate, and ensuring regulatory compliance. | ✓ | | |

Pillar 2

Zen People



In addition to the physical changes that we are witnessing in the world around us, there are complex challenges facing humanity and the societies and communities we live within.

Governments, businesses, and communities must come together to improve health and education, reduce inequality, and deliver economic growth to overcome poverty.

At Zenergi we recognise that our people are our strongest asset. We take our time to invest in good people who can play their part in helping us achieve our goals. We strongly believe in supporting each of our Zenergi family to become the best they can during their Zenergi journey and are committed to providing a positive environment where people can grow and develop both professionally and personally.

“We are focused on providing a unique and valuable set of tailored rewards and benefits that recognise the commitment and value our team provides.”

We are focused on providing a unique and valuable set of tailored rewards and benefits that recognise the commitment and value our team provides, and we are proud to have nurtured and developed the careers of many through our world-class Zen Academy.

Our Investors in People Silver Accreditation demonstrates that our people are more positive than many others within the Investors in People community and we are now focused on building on our success to achieve Gold standard.

We are proud to be a Real Living Wage employer, whilst being focused on building a diverse and inclusive workforce, including further development of our graduate and apprentice schemes to develop the next generation of Climate Change specialists.



| By powering a sustainable future for our people, we are: | 2022 | 2025 | 2030 |
|---|------|------|------|
| Building a diverse and inclusive workforce, reporting transparently and securing 3rd party accreditation. | | | |
| Committed to delivering fair pay across Zenergi, reporting gender and race pay levels transparently. | | | |
| A Real Living Wage Employer. | ✓ | | |
| Working towards Investors in People accreditation, Gold Award. | | | |
| Investing in the next generation of climate change specialists by hiring 100 graduates, or apprentices. | | | |
| Targeting 50/50 gender parity in graduate and apprentice roles. | | | |
| Introducing STEM ambassadors to work across the schools we support within the education sector. | | | |



+ ZEN COMMUNITY

“We are focused on improved governance and auditing of our supply chain to ensure alignment with our objectives.”

| By powering a sustainable future for our communities, we are: | 2022 | 2025 | 2030 |
|---|------|------|------|
| Establishing a Social Value Partner network, for customers and suppliers to achieve their goals together. | | 🌱 | |
| Introducing improved supply chain governance and vetting 100% of high risk suppliers annually. | ✓ | | |
| Introducing Zenergi's annual volunteering day for every person within the Group. | ✓ | | |
| Committing to raise £1m for charity and positively impacting 1,000 lives through social value activity. | | | 🌱 |

Pillar 3

Zen Community

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We are committed to making a positive and lasting impact in our local communities and are focused on giving back to society – on both an individual and organisational level.

The United Nations' 17 Sustainable Development Goals were designed as a global blueprint for peace and prosperity, aiming to eradicate poverty and inequality, whilst improving health, education and economic growth. Our social value strategy aims to support the Sustainable Development Goals to become a reality.

Our annual employee Benefits Pot scheme allows our people to provide a one-off donation to a charity of their choice, alongside our Give as You Earn payroll giving scheme. We also facilitate an annual group-wide volunteering day as part of our ambition to positively impact people's lives.

We are focused on improved governance and auditing of our supply chain to ensure alignment with our objectives, with a thorough vetting and annual auditing processes.

Our ambitious commitments to improve our communities include a fundraising target of £1 million and to positively impact 1,000 lives.

In addition, we are building our Social Value Partner Network to help ourselves and our customers go faster.

“ We recognise our unique position to share our knowledge in the sectors in which we work, and are focused on educating the energy users of the future.”

Zen Customers

By embedding social value and sustainable practices into our core activities, we believe we can better align ourselves with the needs of our customers, whilst achieving sustained improvements across our organisation.

Zenergi's purpose is to 'delight our customers' which is why we pride ourselves to do all we can to help our clients manage every aspect of their energy usage, helping them to achieve energy freedom.

We have successfully been supporting customers to tackle the climate crisis for many years. Our Zen Zero service helps organisations navigate the challenges associated with decarbonisation and help them transition to a low carbon future. All Zenergi Group services will be

delivered in accordance with ISO14001 and ISO50001 by 2025 to further drive environmental management standards, and we are providing sustainability and carbon management training to our team and our customers.

We recognise our unique position to share our knowledge in the sectors in which we work, and are focused on educating the energy users of the future, through innovations such as our 'Climate Crisis' game and other educational programmes.

| By powering a sustainable future for our customers, we are: | 2022 | 2025 | 2030 |
|---|------|------|---|
| Targeting 75% of customer energy supply points to be from renewable sources. | | |  |
| Enabling our customers to transition to a low-carbon future via our Zen Zero service (measuring impact in tCO ₂ e) . | ✓ | | |
| Launching a Sustainability Academy to educate customers, setting a target to reach 10,000 school children. | | |  |
| Educating the energy users of the future with our 'Climate Crisis' game and other education programmes. | ✓ | | |

Our pledges

1

We pledge to embed Social Value into our everyday decision making, delivering benefits to society, and regularly reporting on our progress.

2

We pledge to work with partners who align with our objectives and integrity standards.

3

We pledge to combat climate change through our own environmental footprint and by supporting our customers with their own journeys.

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About Zenergi

Zenergi is an energy and environmental consultancy aiming to make a positive difference in the world of energy, and to do so in a manner that is simple, sustainable and achievable.

Making a difference to over 4,000 educational facilities and organisations across the United Kingdom, Zenergi is built on the belief that there is a better, brighter way forward for the energy industry.

Our long-term ambition for the future of energy is to help customers reach their vision of energy freedom and to invest in building a future that supports those organisations through the transition to Net Zero and tackling the largest challenge of our generation head on – responding to a changing climate.

Find out more

For more information about Zenergi's Social Value Strategy, contact Jamie Hall, Chief Sustainability Officer, or visit www.zenergi.co.uk/social-value

Powering a Sustainable Future:
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