

Earth Changers Climate/Carbon Report 2024-25

Total Measured Carbon dioxide equivalent: 6037.81 kg Co2e = 6.0373t representing +224% on last year.

Whilst we target carbon reductions, our large increase this year represents *one long haul return flight*. We noted last year that had not occurred since Covid and reporting began in 2020, but as a travel company is not unreasonable (for each full-time staff annually). This year's opportunity to visit Malawi was optimised with 3 weeks' stay, significant business visits and meetings: incomparable for understanding Places & logistics.

Our increased transport and accommodation nights' carbon were largely offset by reductions elsewhere. The drop in Gas KgCO2e is due to error in emission factor reporting rather than consumption reduction. Our annual carbon estimation for WordPress green hosting is significantly less, as aimed.

We continue to improve data methodology, updated to reflect UK Government Conversion Factors.

Item	2025 Kg CO2e	2024 Kg CO2e	Difference
Energy - Gas - Smart meter	14.07	134.95	-89.57%
Energy - Electricity - Smart meter	73.85	94.23	-21.63%
Water (process energy)	1.49	1.15	29.94%
Water - Waste (treatment energy)	1.49	1.39	7.11%
Staff Travel: Car	168.39	112.76	49.34%
Staff Travel: Tube	16.12	17.79	-9.38%
Staff Travel: Rail	4.96	7.69	-35.48%
Staff Travel: Taxi/electric	50.63		
Staff Travel: Taxi/hybrid		9.59	n/a
Staff Travel: Taxi/petrol	588.50		n/a
Staff Travel: Taxi/diesel	640.85		n/a
Staff Travel: Bus/London	9.08	0.60	1423.26%
Staff Travel: Bus/other local		9.88	n/a
Staff Travel: Ferry		1.78	n/a
Staff Travel: Cable Car	0.10	0.05	113.64%
Staff Travel: Coach/Minibus	2.81	14.94	-81.22%
Staff Travel: Flights	4007.96	1140.56	251.40%
Staff Travel: Boats	7.85		n/a
Staff Travel: Hotels/developed	35.00	230.00	-84.78%
Staff Travel: Hotels/LDC	387.40		n/a
Website & CMS hosting - Squarespace		70.32	n/a
Website & CMS hosting - WordPress	23.49	11.26	108.51%
Cloud email/file storage	3.51	4.40	-20.17%
Cloud email marketing	0.14		
Total KG	6037.70	1863.34	
Total Tonnes	6.0377	1.8633	224.03%

Notes:

2025 UK Government Conversion Factors for reporting of greenhouse gas emissions unless otherwise stated. Significant changes relevant: Aviation emissions – following improvement in the 2025 government update to use new publicly available data from CAA to replace the older 2012 data sets from CAA.

Italics denotes estimations: absolute measures or conversion factors are not published.

Energy switched from Variable to 100% Renewable always carbon reported as drawn from the grid +ET&D.

Currently negligible: Scope 3 Waste (tonnes to landfill), Recycling (tonnes), Paper (1lb Co2 for every 1lb paper produced), Plastics; Mobile phone (old product, most emissions in new); Voice Over IP phoneline;

Broadband: Operator purchases and matches 100% renewable electricity and aims to cut absolute Scope 1–3 emissions by 50% by 2030 from a 2018 base year, therefore main office-level emissions come from the router and connected devices drawing power, rather than operator energy.

Future Considerations: Supplier trip impacts; Food & drinks (canteen/trip/hospitality costs); Offset residual emissions, 3rd party verification.