



ab

Achieve Breakthrough Impact Report

Unleashing the power of people
for a thriving world
January 2025

Achieve
Breakthrough™



Mike Straw, CEO

From our CEO

We have always been committed to unleashing the potential for a thriving world and over the past 3 years have really looked at what does that mean for us at Achieve Breakthrough and the network of associates we work with. For us Thriving world means that as a company how and what we do in our work supports the world in fulfilling the needs of current generations without compromising the needs of future generations, while ensuring a balance between economic growth, environmental care and social well-being. This North star is the lens we look through when we consider how we operate, what we do and who we work with.

We look at this commitment from a number of perspectives: who are the client we work with and what are their ESG commitments and where can we contribute, how we carry out our consulting services and continually evolving and finally how we run achieve Breakthrough as a whole organization.

Here's What We Have Done

In FY24, Achieve Breakthrough made significant strides in our sustainability journey, transforming discussions about environmental stewardship and our commitments to the Science Based Targets initiative (SBTi) into concrete actions. We have committed to reducing our absolute Scope 1 and Scope 2 greenhouse gas emissions by 42 % by 2030, showcasing our dedication to climate action. Our "Pay it Forward" programme has also been successfully implemented, allowing us to support various charities and create positive social and environmental impacts within our community. Through initiatives that promote employee wellbeing and active engagement, we have fostered a culture focused on health, sustainability, and social responsibility.

Here's What We Plan on Doing Next

Looking ahead, we aim to further enhance our sustainability practices by focusing on reducing our Scope 3 emissions and expanding our initiatives that promote resource efficiency and climate change adaptation. We plan to invest in innovative solutions that align with our net zero goals, as well as continue our commitment to community engagement through the "Pay it Forward" scheme. As we move forward, we will also increase training and awareness around environmental, social, and governance (ESG) criteria for our employees, empowering them to contribute to our sustainability objectives actively.

Our Biggest Challenges

Despite our progress, we recognise that our journey toward sustainability comes with its challenges. One of the biggest hurdles we face is the need to transition away from traditional fossil fuel-based transportation methods, which have historically contributed to our carbon footprint. Additionally, effectively

measuring and managing our Scope 3 emissions poses a significant challenge, as these emissions are often beyond our direct control. Balancing operational efficiency with sustainable practices while ensuring the wellbeing of our employees is another critical challenge we are committed to addressing.

Our Clients' Biggest Challenges

Our clients are also navigating a complex landscape of sustainability challenges. Many are grappling with the need to adapt to changing regulations and expectations around emissions reductions and social responsibility. Additionally, the shift towards more sustainable practices often requires significant investments in new technologies and processes, which can be a barrier for some organisations. As their trusted partner, we are committed to providing support and innovative solutions that can help our clients overcome these challenges and achieve their sustainability goals.

"Achieve Breakthrough commits to reduce absolute scope 1 and scope 2 Green House Gas emissions 42% by 2030 from a 2022 base year, and to measure and reduce our scope 3 emissions."

Contents

Our mission	06	Our People	28
Our impact	07	Kings Trust	30
The Week initiative	08	Julian House	31
		Our people	32
Our sustainability ambitions	10	The future	34
Our world	12	Ambition unleashed	38
Decarbonising our planet	14		
Decarbonisation	18		
The planet	20		
Scope 3 and waste	22		
Travel and commute	24		
Supply chain and digital services	25		
EcoVadis	26		



Our mission

Our mission is to create lasting sustainability by consciously embedding environmental and social considerations into all our business decisions.

To enact our strategic agenda successfully we needed to engage people in a different way. We knew we couldn't give a top-down mandate on sustainability and then ask teams to implement it alongside present-day workflows and project resources. Instead, we had new conversations to work out how our organisation already sees the problem and how we can best drive change.

At Achieve Breakthrough we believe it takes communal ownership and human connection to bring sustainability into the heart of a

business. In November 2023 Achieve Breakthrough converted to a 100% employee ownership model.

True stakeholder capitalism

Understanding transparency to be key when building a responsible business, we sort third party scrutiny on how we operated and chose EcoVadis to score us against our contemporaries and Greenly to measure our emissions.

We also committed to publishing an annual impact report to share our achievements to date and what we still need to do by declaring our ambitions.

Welcome to our first report.

our humanifesto

Our impact

Tell a different story
 Be a sponge not a stone
 Say it. Do it. Live it.
 Be the change you want to see
 Focus on your goals
 Don't let setbacks get you down
 Embrace the impossible
 Take control of your destiny
 Create a thriving world

We positively contribute to these sustainable development goals



Providing healthcare and operational health and safety programmes for all employees.

Working with our suppliers to ensure fair working conditions in our operations and supply chain.

Employing non-discrimination practices in the workplace, providing EDI training and creating an inclusive work environment.

Measuring greenhouse gas emissions in our operations, setting science-based targets and achieving reductions. Supporting Clients with their sustainability goals.



The week initiative

Photo: The Week

The environment is breaking down and the climate is changing rapidly. To overcome a crisis of this magnitude, we truly need everyone's contribution. The Week is a group experience to help us see what's coming, and what we can do about it.

As part of our ongoing dedication to fostering creativity in our sustainability efforts, we have taken significant steps to empower individuals to make a positive impact on the planet. To enhance our commitments, we actively participated in three facilitated discussions as part of the groundbreaking program designed by Frederic Laloux, the author of "Reinventing Organizations," and his team at The Week (www.theweek.ooo).

The Week has been embraced by over 500 organisations as an invaluable tool, helping teams understand the implications of the climate emergency. It provides insights into how we got here and sparks actionable strategies for a meaningful difference through collaborative team energy.

These discussions served as a catalyst on our own sustainability and impact journey, creating and boosting many of the initiatives you can read about in this report.

“We are constantly seeking new ways to creatively expand our sustainability efforts whilst empowering individuals.”



Photo: The Week



Photo: The Week



Photo: The Week



“The Week has been embraced by over 500 organisations as an invaluable tool, helping teams understand the implications of the climate emergency.”



Our sustainability ambitions

Our world

Achieve Breakthrough commits to reduce absolute scope 1 and scope 2 Green House Gas emissions 42% by 2030 from a 2022 base year, and to measure and reduce our scope 3 emissions.

Decarbonising our Business:

- Business Travel
- Supply Chain
- Digital Services



Our people

Achieve Breakthrough is a living wage employer, we believe in exceeding the minimum standards by ensuring that all of our staff and our supply chain are paid more than minimum wage.

Empowering communities:

- Responsible Operations - strengthening our AB family
- Employee-owned Business
- Pay it forward

Photo: AB



Our partnerships

We are committed to creating lasting relationships which foster growth and learning – Thriving World. Our aspiration is to be an agent of positive change for the environment, ourselves and our clients.

Empowering our clients:

- Developing Breakthrough leaders and cultures
- Supporting organisational ambitions in a sustainable 'Thriving World' context



Our world

Leading the way in global sustainability

At Achieve Breakthrough, our vision for a thriving world extends beyond our internal operations—it shapes how we work with our clients and partners to drive global sustainability efforts. We believe that fostering a sustainable future requires collaboration, and our role as consultants is to enable organisations to align their sustainability ambitions with meaningful actions. This commitment reflects our belief that businesses, communities, and ecosystems are interconnected, and that we all have a responsibility to create a thriving future for all.

Through our consulting services, we are currently working with clients to raise their ambition and ability to deliver bold projects that have lasting impact. Our approach ensures that their goals are ambitious yet achievable, and that they are positioned to lead in the global transition to more sustainable business practices.

Environmental Stewardship - Protecting Our Planet

In our consulting work, we help clients understand the importance of integrating environmental stewardship into their core strategies, focusing on key areas such as resource efficiency, waste reduction, and energy transition. For instance, with one of our key clients, we are aligning their sustainability goals with global frameworks like the UN Sustainable Development Goals (SDGs), helping them establish metrics for success that reflect both local and global challenges.

In FY24, Achieve Breakthrough also took tangible steps to reduce our own environmental footprint, making significant improvements in waste management and energy use. Our partnership with clients reflects the same commitment, ensuring that their environmental actions, such as shifting to renewable energy and reducing carbon-intensive practices, are aligned with both their business goals and the broader sustainability movement.

By fostering a culture of environmental responsibility, we ensure that our clients are not only compliant with regulatory standards but also proactive leaders in global sustainability.

Climate action: tackling the urgency Of climate change

The urgency of climate action is at the forefront of our work. Achieve Breakthrough’s internal commitment to reducing Scope 1 and Scope 2 emissions by 42% by 2030 mirrors the same bold targets we help our clients set. For our client, this involves not just aligning their goals with the Science Based Targets initiative (SBTi) but ensuring that every level of their organisation is enrolled in this vision. Our consulting work focuses on embedding climate resilience into their long-term strategy, with a clear pathway towards Net Zero emissions. We facilitate discussions on how to address Scope 3 emissions—often the most challenging—and provide tools to measure, reduce, and report these emissions accurately. In our client engagements, we create a structure for continuous improvement, where sustainability goals evolve with changing market dynamics and technological advancements. This ensures that our clients remain competitive and compliant while contributing to global efforts to limit temperature rises in line with the Paris Agreement.

Community Engagement - Empowering a Thriving World

A thriving world is built on strong, resilient communities, and Achieve Breakthrough empowers our clients to make community engagement a core part of their sustainability journey. Through initiatives like our “Pay it Forward” programme, we demonstrate to clients how businesses can contribute to society, not just through financial means but also by fostering a culture of giving back. As part of our consulting services, we are currently helping a client create a roadmap for their corporate social responsibility (CSR) efforts, ensuring that their community engagement initiatives are aligned with both

their sustainability goals and their corporate values. This includes developing programmes that promote environmental education, workforce development and the well-being of local communities. By integrating these initiatives into their overall sustainability strategy, we help our clients foster inclusive growth that benefits both people and the planet.

“Our consulting work focuses on embedding climate resilience into their long-term strategy, with a clear pathway towards Net Zero emissions.”

A global commitment to A thriving world

Achieve Breakthrough recognises that the challenges of global sustainability require businesses to think beyond their own operations. That’s why, in our consulting work, we guide clients to take a holistic approach—encompassing environmental, social and governance (ESG) factors. By aligning their operations with international sustainability standards and implementing data-driven approaches, we enable them to achieve both immediate and long-term sustainability goals. Our work with clients reflects our broader vision of a thriving world, where business success is inextricably linked with the health of the planet and the well-being of communities. Through thought leadership and industry collaboration, we ensure that both Achieve Breakthrough and our clients are well-positioned to lead in the sustainable future. Together, our efforts are shaping a world where sustainability is the foundation for economic growth, environmental stewardship, and social well-being. This is our vision of a thriving world—a future where today’s actions shape a better tomorrow for everyone.

Decarbonising our planet

“Achieve Breakthrough commits to reduce absolute scope 1 and scope 2 Green House Gas emissions 42% by 2030 from a 2022 base year, and to measure and reduce our scope 3 emissions.”





“In terms of sustainable practices, Achieve Breakthrough is proud to say we entered the top 15% of companies”.



Decarbonisation

Tackling the global challenge of eliminating emissions is a vital step in combatting the urgent issue of climate change, and Achieve Breakthrough is ready to lead the charge. This ambitious endeavour calls for a comprehensive reassessment of how we produce, consume, and move. Historically, the transportation sector has been heavily reliant on fossil fuels, accounting for over 90 % of our CO2 emissions.

The 2015 Paris Agreement highlights the urgent need to limit global temperature rise to 1.5°C above pre-industrial levels, a critical measure to avert the devastating impacts of climate change and protect our precious planet.

Achieve Breakthrough's Commitment to Climate Action

At Achieve Breakthrough, we are resolute in our commitment to sustainability. We pledge to reduce our absolute Scope 1 and Scope 2 greenhouse gas emissions by 42 % by 2030, using 2022 as our baseline. Additionally, we

will actively measure and work to reduce our Scope 3 emissions, ensuring that every aspect of our operations aligns with our vision for a sustainable future. Together, we can make significant strides towards a healthier planet and a more sustainable way of life.

“...our decarbonisation efforts are rooted in a comprehensive, threefold strategy aimed at reducing our carbon footprint across all operational areas.”

A threefold strategy to reduce Our carbon footprint

Our push to net zero addresses all sources of greenhouse gas emissions, from Travel to Supply Chain. Achieve Breakthrough have identified critical activities to reduce our carbon footprint across Scopes 1, 2 and 3, implementing different practices and technologies that limit impact and offsetting. As the world enters a new era for climate action, Achieve Breakthrough is leading the transition toward a carbon net zero future.

A holistic approach to net zero

At Achieve Breakthrough, our decarbonisation efforts are rooted in a comprehensive, threefold strategy aimed at reducing our carbon footprint across all operational areas—business travel, supply chain and digital services. This strategy not only addresses our immediate carbon reduction needs but also aligns with our long-term sustainability ambition of reaching Net Zero by 2030.

Business Travel: Transitioning to Low-Impact Mobility

Business travel has traditionally been one of our largest sources of carbon emissions,

particularly from flights, hotels, and ground transport. In FY24, we made significant strides by introducing policies that favour more sustainable travel options. For example, we've shifted towards using electric taxis for airport transfers and promoting train travel for domestic and regional trips, cutting down our reliance on air travel.

To further enhance this, we have encouraged remote working and virtual meetings to minimise the need for travel altogether. This not only reduces emissions but also increases the flexibility and work-life balance of our staff. Moving forward, we are committed to expanding the use of green travel schemes and incentivising employees to opt for low-impact commuting options such as carpooling and cycling.

We are now offsetting 100 % of our carbon emissions and are committed to doing this going forward in combination with our reduction commitments.





The planet

Achieve Breakthrough committed to reduce absolute scope 1 and scope 2 Green House Gas emissions 42 % by 2030 from a 2022 base year, and to measure and reduce our scope 3 emissions.

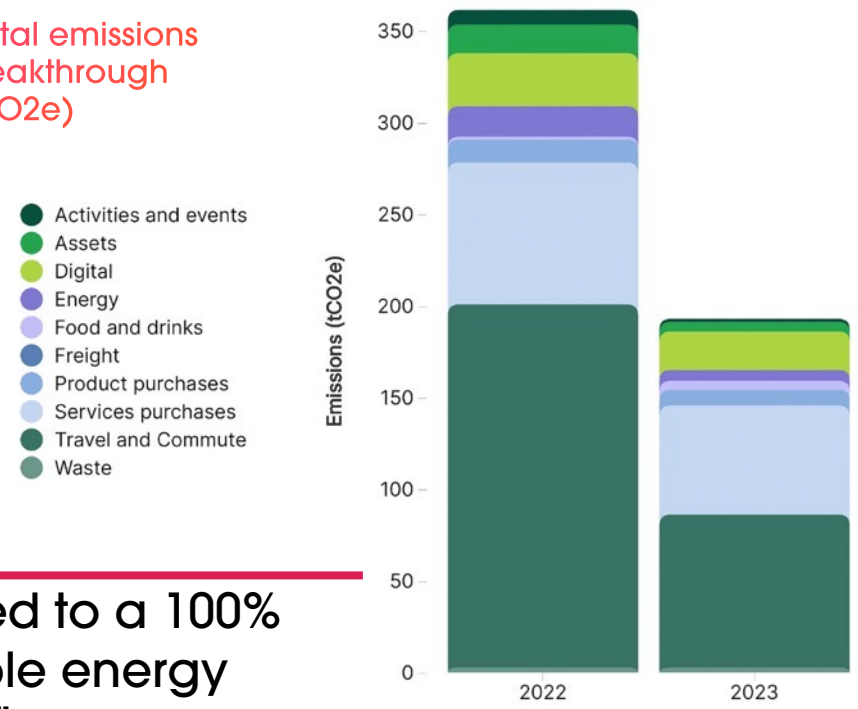
We asked Greenly to help us understand our energy consumption and where we should implement changes to reduce our emissions.

From our baseline in 2022 we reduced scope 1 emissions by 95 % through improvements to our air conditioning and scope 2 emissions were down 62 % . And whilst the Scope 3 emissions we were able to measure were reduced, we remain committed to go further with our combined strategy for reducing and offsetting.

Scope	tCO2e	reduction
1	0.2	-95 %
2	3	-62 %
3	190	-46 %
Total	193	-47 %

GHG emission assessment result: comparison between 2022 and 2023

Evolution of total emissions of Achieve Breakthrough by activity (tCO2e)



“We moved to a 100% renewable energy supplier.”



About Greenly

Greenly has been recognised as the #1 player in the Sustainability Management Software space on the G2 Grid®.

Their platform empowers sustainability professionals to take complete control of their decarbonisation strategy, leveraging insights from over 2,500 customers and grounded in deep climate expertise.





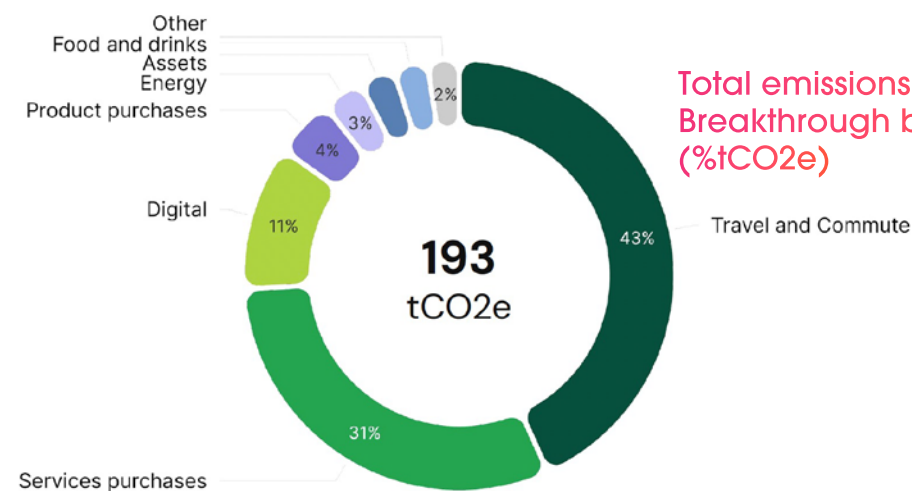
Scope 3 (Indirect Emissions) and Waste

At Achieve Breakthrough, our efforts to reduce CO2 emissions are rooted in a deep sense of responsibility to the planet. We are committed to continual improvement, recognising that the journey to net zero will take time.

Our services purchases emissions accounted for 31 % of our total Scope 3 emissions. This year we reviewed our Advertising, Audiovisual service, Bank, Insurance & Training providers and streamlined services to reduce emissions.

From supply chain to leveraging technology for low-carbon operations, Achieve Breakthrough aims for a unified strategy for Net Zero.

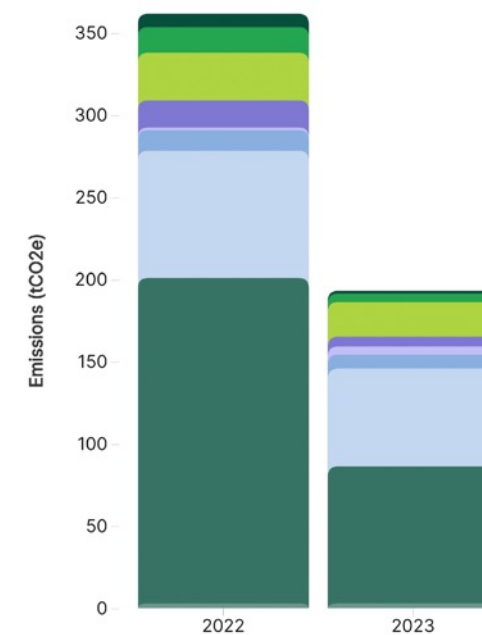
We are confident that, with continued innovation and collaboration, Achieve Breakthrough will not only meet its carbon reduction targets but also set a new standard for sustainability within the industry.



Total emissions of Achieve Breakthrough by activity (%tCO2e)

Evolution of total emissions of Achieve Breakthrough, by activity (tCO2e)

	2022		2023
Absolute emissions	362	-47%	193
Employees	23	+0%	23
Emissions per employee tCO2 / employee	16	-47%	8.4
Revenue ME	4	+8%	4.3
Emissions per revenue tCO2e / ME	90	-50%	45



- Activities and events
- Assets
- Digital
- Energy
- Food and drinks
- Freight
- Product purchases
- Services purchases
- Travel and Commute
- Waste

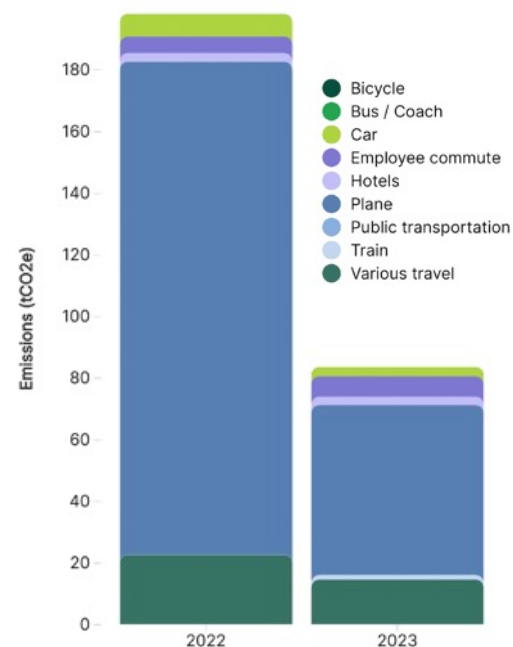


Travel and commute

Business travel has traditionally been one of our largest sources of carbon emissions, particularly from flights, hotels, and ground transport. In FY24, we made significant strides by introducing policies that favour more sustainable travel options. For example, we've shifted towards using electric taxis for airport transfers and promoting train travel for domestic and regional trips, cutting down our reliance on air travel.

To further enhance this, we have encouraged remote working and virtual meetings to minimise the need for travel altogether. This not only reduces emissions but also increases the flexibility and work-life balance of our staff. Moving forward, we are committed to expanding the use of green travel schemes and incentivising employees to opt for low-impact commuting options such as carpooling and cycling.

Emissions variations between 2023 and 2022 (tCO2e)



Supply chain and digital services

Supply chain: partnering for sustainability

Our supply chain represents another significant contributor to our carbon footprint, particularly through the indirect emissions captured in our Scope 3 assessments.

We have established sustainability criteria for our suppliers, encouraging them to adopt greener practices such as reducing packaging waste and shifting to low-carbon transport methods. Additionally, we are integrating supplier emissions data into our carbon reporting processes, ensuring that we can accurately track and manage the environmental impact of our procurement activities. Looking ahead, we plan to introduce supplier sustainability audits to monitor progress, offering support to help our partners meet their sustainability goals. By fostering close collaboration with our supply chain, we aim to drive systemic change that reduces emissions not just for our business but across our entire network.

Digital Services: Leveraging Technology for Low-Carbon Operations

As part of our digital transformation, Achieve Breakthrough has adopted a cloud-first approach, which is already contributing to a reduction in the carbon footprint of our IT infrastructure.

Migrating our servers and data processing to the cloud, which uses energy-efficient data centres, has allowed us to significantly reduce the energy consumption associated with maintaining our own physical servers.

“We aim to drive systemic change that reduces emissions not just for our business but across our entire network.”

EcoVadis



A sustainable world is one where all economic actors value the well-being of our planet & society. And for many stakeholders, business achievement badges issued by third parties help them make decisions about a company.

A survey by B Lab on October 23 revealed that more than half of UK adults (58 %) use business certifications to make decisions about businesses to buy from and to work for. At Achieve Breakthrough, we wanted third-party engagement with our sustainability actions from companies that knew how to rate what we were currently doing and provide improvement guidance.

EcoVadis purpose is to guide all companies toward a sustainable world, it acts as a North Star to ensure our growth is delivering a positive impact on our planet and society. They provide independent, trusted, and actionable sustainability ratings and insights through methodology excellence.

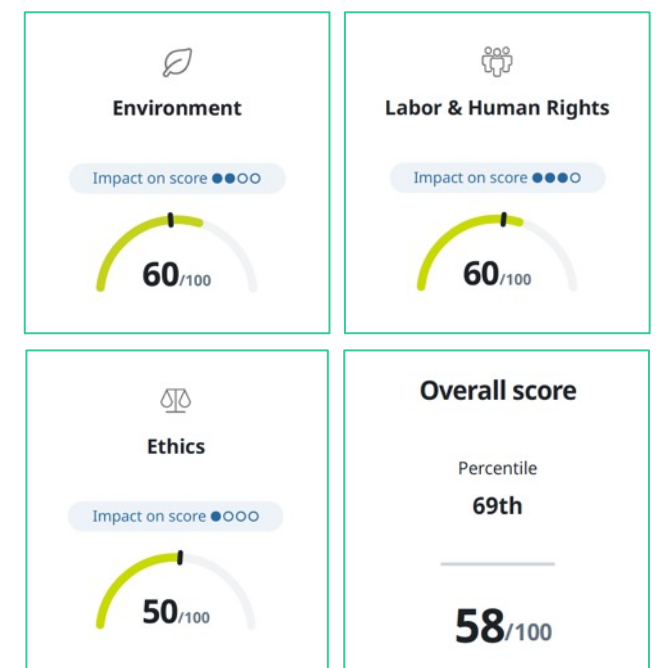


“Achieve Breakthrough LTD has received a Bronze Medal in recognition of its sustainability achievement. This award places us in the top of companies assessed by EcoVadis over the past 12 months.”

EcoVadis medals are awarded to the top 35 % of companies assessed by EcoVadis based on the percentile rank of a company, which is calculated at the time of scorecard publication. It compares a company’s performance with all rated companies in our database over the previous 12 months. The percentile rank is calculated across all companies in all industries, not per industry.

To be eligible for a medal, a company must achieve a minimum score of 30 in each of the four themes: Environment, Ethics, Labour and human rights, Sustainable procurement.

Finally, EcoVadis medals and badges recognize eligible companies that have completed the EcoVadis assessment process, and compared to other assessed companies, have demonstrated a strong management system that addresses sustainability criteria.



Our people

“Achieve Breakthrough is a living wage employer, we believe in exceeding the minimum standards by ensuring that all of our staff and our supply chain are paying more than minimum wage.”





Empowering communities

Pay it Forward

At Achieve Breakthrough, we're proud to champion our "Pay it Forward" programme, designed to create a lasting positive impact on both society and the environment. For over 11 years, we've been dedicated to measuring the positive outcomes of our choices, all while keeping our guiding principle of a thriving world at the forefront of our mission.

Through "Pay it Forward," we strive to not only foster meaningful change but also inspire others to join us on this journey. Each initiative is thoughtfully crafted to reflect our commitment to social responsibility and environmental stewardship, reinforcing the belief that our actions today can lead to a better tomorrow. Together, we're not just making choices; we're making a difference.

In FYE2024 we gave 88 days of pro-bono time (P.I.F £102k) and £8,398 in donations to eight charities.

Spotlight on The King's Trust

We supported the Senior Leadership Team at the Kings Trust (previously the Prince's Trust) in how they develop the next teamwork strategy and mobilise the organisation around it delivery. We have been working with them on a pro rata basis as part of pay it forward due to the impact we can have on young people – mixture of teamwork and 121 coaching. The essence of the challenge we have been helping them is on:

- Being a high performing team of senior leaders and executive
- Developing and challenging the habitual ways of operating
- All in service of supporting and enabling more young people and increasing the ability to generate more fundraising – so efficiency and generating more



Spotlight on Julian House

Not just changing lives - often saving lives. Julian House is dedicated to providing a lifeline for vulnerable individuals in the community. They operate more than 40 different projects, accommodation sites, and social enterprises across South West England, supporting more than 2,000 individuals annually.

Achieve Breakthrough has a long-standing relationship with Julian House, and this year, for the fourth time, we joined the Circuit of Bath Walk—an event that brings together thousands of individuals willing to make a difference and walk that extra mile to help support their projects. The funds raised through tickets and sponsorship help provide life-changing support to over 1,800 vulnerable men, women, and children across the region.

Through our collaboration, we helped the team enhance their ability to prioritise effectively and adopt more time-efficient ways of working. Additionally, we supported the new leader in establishing strong partnerships with

longstanding members of the charity, fostering a collaborative and cohesive leadership approach. Our goal was to ensure that the leadership team felt equipped to guide Julian House through this period of change while maintaining their commitment to delivering impactful services to those in need.

“Achieve Breakthrough is so proud to sponsor the Circuit of Bath Walk, helping Julian House in their mission to ensure socially excluded people are supported and empowered to build sustainable, independent lives.”



Our people

2024 was our first year as an Employee Owned Trust, which has galvanised our collective passion to use our business as a force for good.

This helped shape shift our operational focus to a stakeholder model and our sustainability initiatives are driven by our desire to use business to improve conditions for our team now, and in the future.

Promoting health and wellbeing

This year at Achieve Breakthrough, we've been on a mission to inspire our team to stay active and energised, all while having fun and giving back. From social events like the lively Bath Boules tournament to our very own team-led Zumba sessions at company gatherings, we've created opportunities for everyone to get moving and connect in meaningful ways.

But it's not just about having fun – we've also channelled our energy towards making a difference. Our staff have enthusiastically taken part in activities to support our chosen

charities, including Julian House, the King's Trust, and JDRF, combining fitness with purpose.

At Achieve Breakthrough, staying active is about more than just physical health – it's about building a stronger, more connected team while making a positive impact on the world around us.

“A huge thanks and congratulations to all who have contributed and made these events amazing, it all goes to show how much of an impact they have on our culture and well-being.”



At Achieve Breakthrough, we believe that a thriving world begins with the health and wellbeing of its people. Our "thriving world" philosophy places individuals at the core of everything we do, ensuring that our team feels supported, valued, and empowered.

As part of this commitment, every member of staff is provided with Private Medical Insurance, offering peace of mind and access to quality healthcare. In addition, we offer a monthly Wellbeing Allowance, designed to help our team prioritise their mental and physical health in ways that suit them best. From day one, employees also have access to our Employee

Assistance Scheme, providing expert support whenever it's needed.

At Achieve Breakthrough, we don't just focus on business success – we invest in the wellbeing of the people who drive it.

“...every member of staff is provided with Private Medical Insurance, offering peace of mind and access to quality healthcare.”

The future

“Achieve Breakthrough is a living wage employer, we believe in exceeding the minimum standards by ensuring that all of our staff and our supply chain are paying more than minimum wage.”





The future

People and community

Achieve Breakthrough will become Living Wage Employer Accredited. We will make it a requirement for any outsourced service provider to pay their team the real living wage as a minimum.

We will roll out this requirement into the rest of our supply chain by 2026. We will also increase training and awareness around environmental, social, and governance (ESG) criteria for our employees, empowering them to contribute to our sustainability objectives

Through initiatives like our “Pay it Forward” programme, we demonstrate to stakeholders how businesses can contribute to society, not just through financial means but also by fostering a culture of giving back. We will continue to engage with the community through Pay it Forward.

Customers

Our clients are also navigating a complex landscape of sustainability challenges. Many are grappling with the need to adapt to changing regulations and expectations around emissions reductions and social responsibility.

Additionally, the shift towards more sustainable practices often requires significant investments in new technologies and processes, which can be a barrier for some organisations. As their trusted partner, we are committed to providing support and innovative solutions that can help our clients overcome these challenges and achieve their sustainability goals.

We are actively working in the Pharmaceutical industry to help sustainability teams to have more impact in the implementation of sustainability initiatives that need behaviour change and commitment throughout the research and development of their products.

Environment

At Achieve Breakthrough, our efforts to reduce CO2 emissions are rooted in a deep sense of responsibility to the planet. We are committed to continual improvement, recognising that the journey to net zero will take time and we can only get there by focusing on our scope 3 emissions.

Achieve Breakthrough is committed to working with suppliers who share our environmental goals, focusing on ethical sourcing and sustainable procurement. We have established sustainability criteria for our suppliers, encouraging them to adopt greener practices such as reducing packaging waste and shifting to low-carbon transport methods.

Waste

Our shift towards digital documentation also allowed us to reduce paper usage, and we will continue to further cut down on this resource consumption. Our hardware replacement policy will extend our useful life range to 3-5 years. Replacements will be sort from suppliers offering long warranties and/or repairable models. In the Bath Office we will look at all waste streams and introduce ways to mitigate them.

Additionally, we will gather and integrate more supplier emissions data into our carbon reporting processes, ensuring that we can accurately track and manage the environmental impact of our procurement activities. We will be going for Silver in our next EcoVadis assessment.

Looking ahead, we plan to introduce supplier sustainability audits to monitor progress, offering support to help our partners meet their sustainability goals. By fostering close collaboration with our supply chain, we aim to drive systemic change that reduces emissions not just for our business but across our entire network. By 2025, we aim to have 50% of all our business travel emissions offset through initiatives such as tree-planting projects under our Travel L1 Trees programme. These efforts will play a crucial role in our overall journey to decarbonise our operations.



Ambition unleashed.

We enable organisations to develop their people and shift mindsets.

What does your organisation's future look like? Are you outpacing the competition or just holding on? Are you being asked to do more, with less: more innovation, more risks, more results? These days, most businesses are locked into a race to track down the 'next big thing'. But businesses aren't machines. To succeed, you need to harness the greatest asset you have: your people.

At Achieve Breakthrough we remove the barriers to change, freeing your talent to make a positive, profound difference. We revolutionise the way people grow, change, lead and engage. And the results can be nothing short of extraordinary.



Achieve
Breakthrough™