

# Sustainability report





# A message from Adam Huttly, founder of Red-Inc



**Adam Huttly, Founder Red-Inc**

At Red-Inc, our purpose has always been simple: to run a business that does the right thing – for our customers, our team, and the planet. Sustainability isn't something we add on at the end; it shapes every decision we make and every partnership we build.

This year, we've aligned our sustainability reporting with our financial year, giving a clearer and more accurate picture of our impact. Our emissions remain low, our commitment to renewable energy is unchanged, and our PlantOneProtectOne initiative continues to grow and deliver real environmental and community benefits. We've strengthened our support for staff, expanded our work with charities and conservation partners, and continued to improve how we help clients make lower-impact purchasing decisions.

I'm incredibly proud of what our small team has achieved. These results are a reflection of their passion, their care, and their belief that business can be a genuine force for good.

Thank you to everyone who supports Red-Inc – our clients, our partners, and the brilliant people who make up our team. We'll continue pushing ourselves to do better each year, and to prove that even a small company can make a big difference.

– Adam

“ Sustainability isn't about perfection. It's about progress, honesty, and choosing to do better wherever we can. ”

# Our people

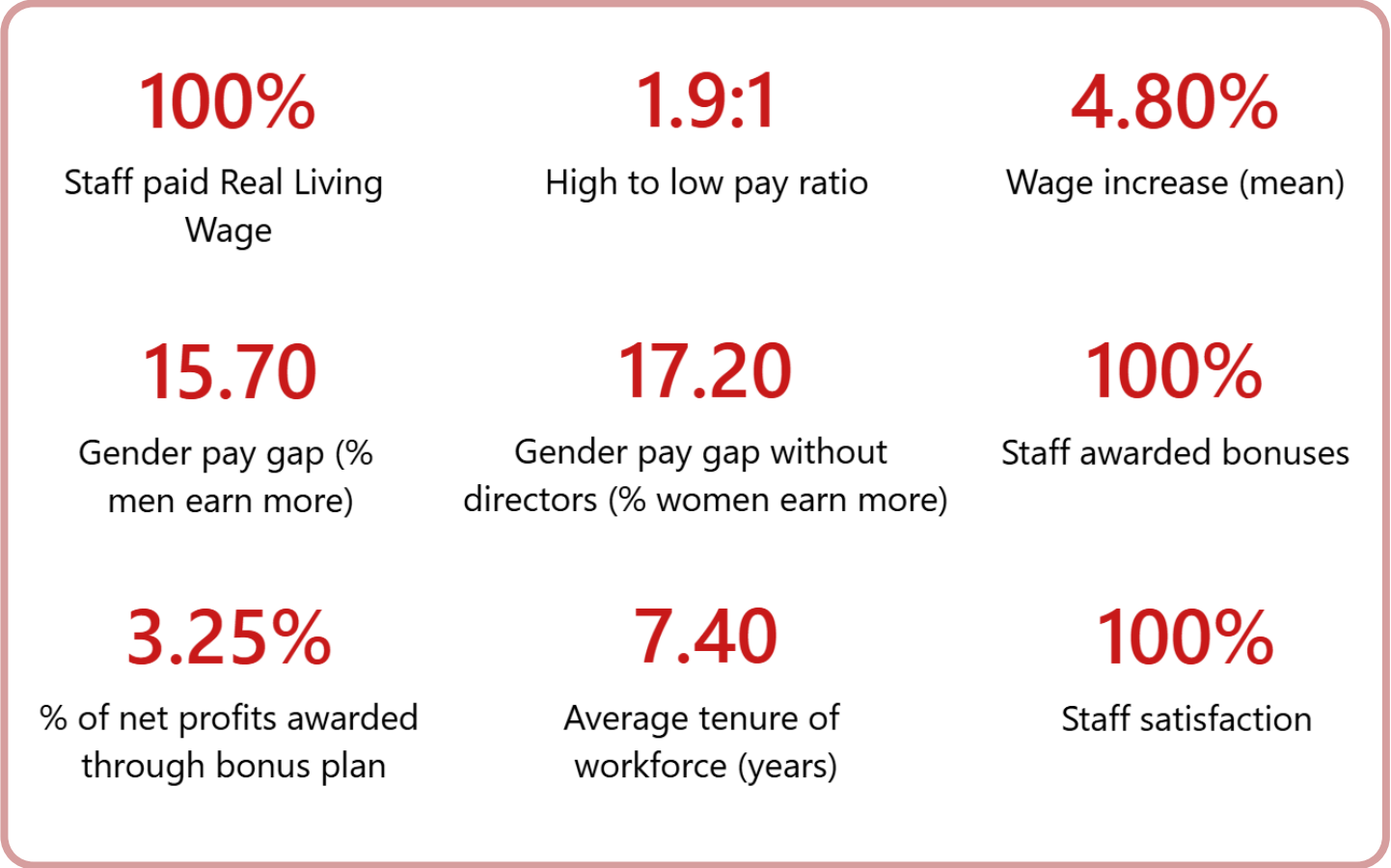
Looking after our people is at the heart of how we run Red-Inc. We're committed to fair pay, transparency and sharing success across the whole team - not just at the top.

Everyone at Red-Inc is paid at least the Real Living Wage, and we operate a relatively flat pay structure that reflects our belief in fairness and accessibility. When the business does well, our people share in that success through pay reviews and a company-wide bonus scheme.

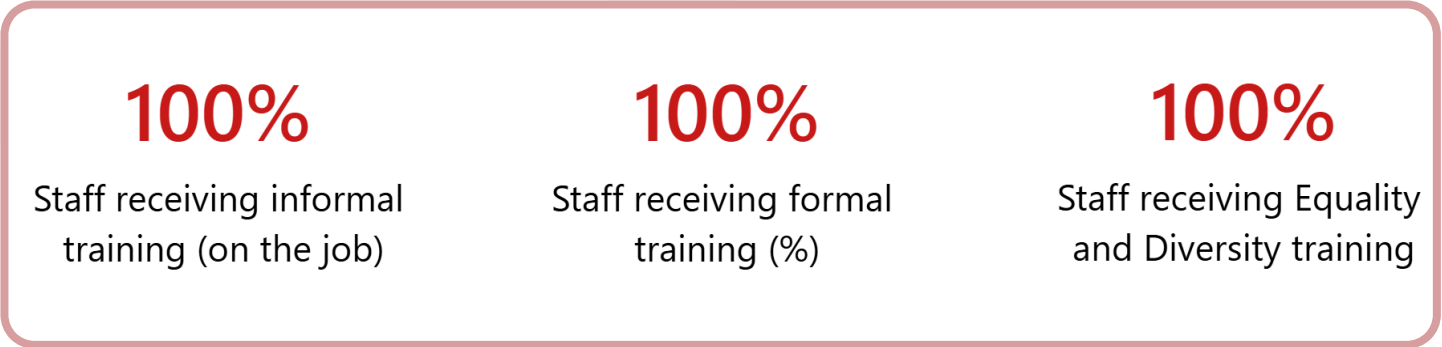
We put a strong emphasis on learning, development and inclusion. Training happens both formally and informally, and we work hard to create an open, supportive environment where people feel confident, valued and able to grow.

Our long average length of service and high levels of staff satisfaction reflect a stable, engaged team - something we're incredibly proud of.

As a small organisation, our gender pay gap figures can fluctuate year on year depending on team structure. We monitor this closely and remain committed to fair, transparent pay based on role, experience and responsibility - never gender.



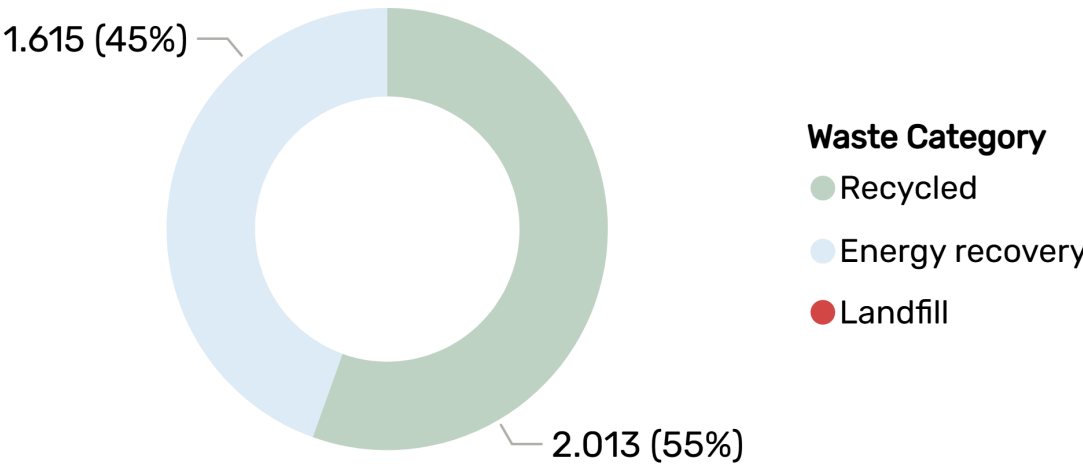
Proud to be a Real Living Wage Employer, paying all employees fairly for the work they do.



Beyond our core environmental programmes, Red-Inc supports local community and charitable initiatives through staff volunteering. Volunteering is formally supported through our staff handbook, and during FY2024/25 colleagues contributed approximately 70 hours of volunteering activity across community, education and conservation initiatives.

## Waste

Waste by Category (tonnes)



Emissions from Waste  
0.0170 tCO<sub>2</sub>e

Diverted from Landfill  
100%

Recovery rate (recycling + energy recovery)  
100%

Total Waste Generated  
3.63 tonnes

All operational waste is diverted from landfill through recycling and energy recovery.

## Energy

**ecotricity**

100%  
Renewable energy use

Electricity is sourced from 100% renewable suppliers, eliminating market-based Scope 2 electricity emissions.

Renewable energy used  
6407 kWh

Market-based Electricity Emissions  
0.00 tCO<sub>2</sub>e

Staff Commuting by Electric Vehicle  
33%

### Insight

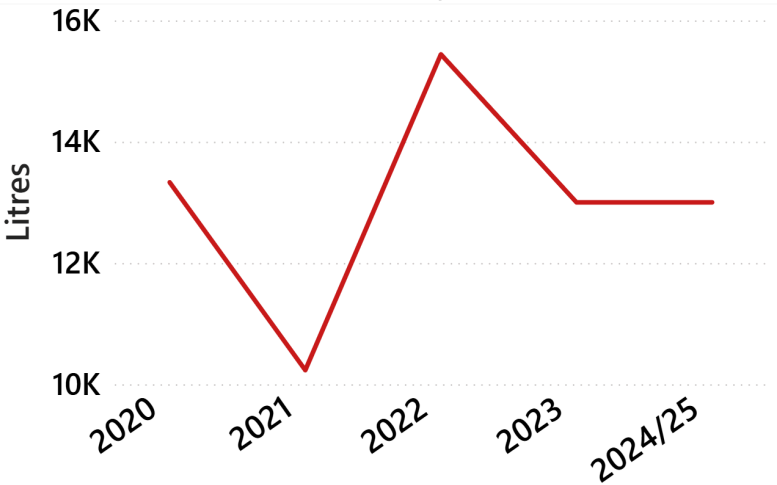
Through effective waste segregation, supplier take-back schemes and 100% renewable electricity sourcing, Red-Inc has eliminated landfill waste and reduced operational emissions to near zero, demonstrating strong operational control and low environmental risk.

## Water

13,000 litres  
Water used  
1,857 litres per employee

Annual Water Emissions  
0.0047 tCO<sub>2</sub>e  
Water consumption is monitored annually to support responsible resource management and efficiency improvements.

Water use by Year



Water use per employee by Year



Water consumption is measured using an on-site mains water meter. Emissions are calculated using UK conversion factors for potable water supply and wastewater treatment, applied to metered water consumption.



# Scope 1 and Scope 2 emissions

Scope 1 Emissions FY 2024/25

0.00  
tCO<sub>2</sub>e

Scope 2 Emissions FY 2024/25  
(Market-based)

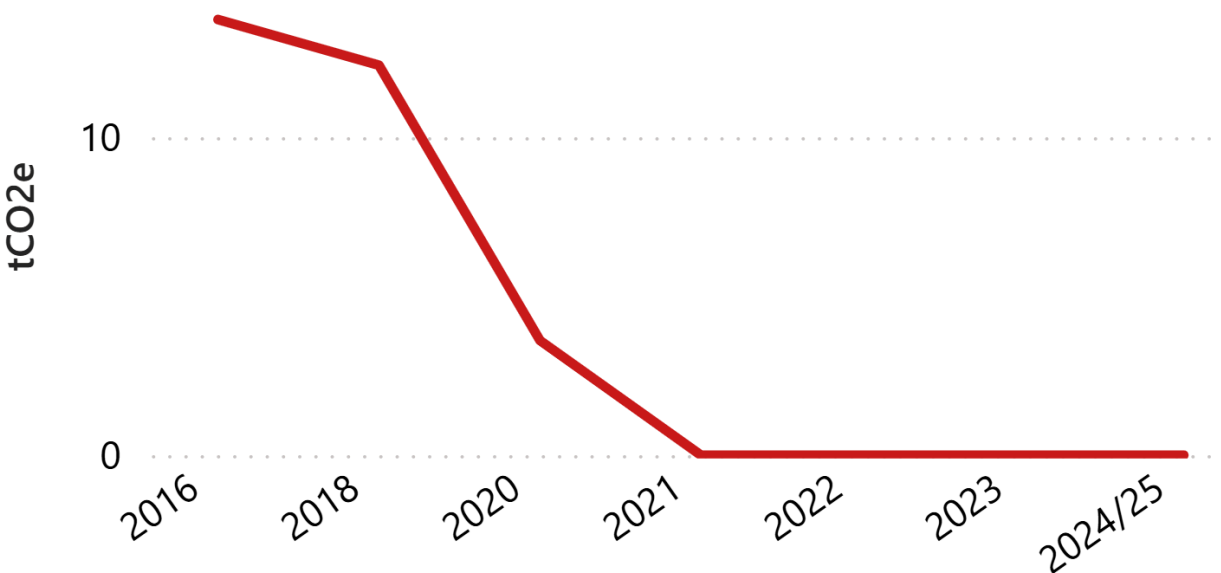
0.00  
tCO<sub>2</sub>e

Market-based emissions are zero due to  
renewable electricity sourcing.

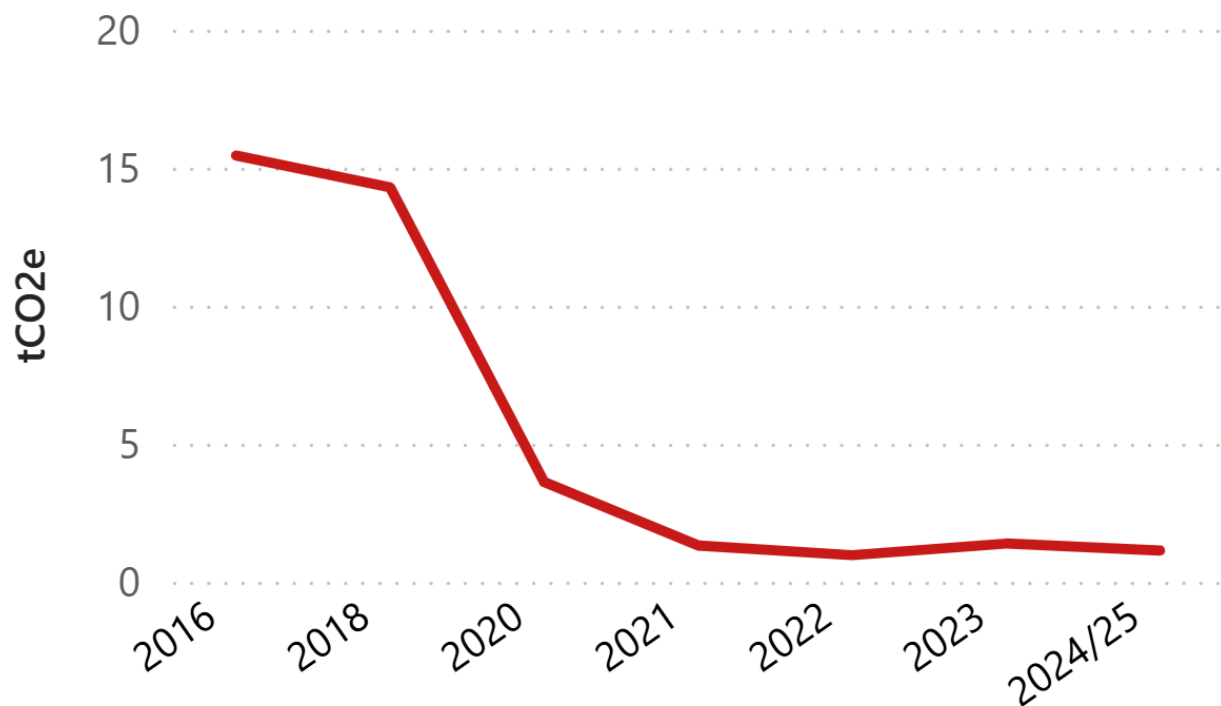
Scope 2 Emissions FY 2024/25  
(Location-based)

1.13  
tCO<sub>2</sub>e

Scope 1 & Scope 2 emissions by year (Market-based)



Scope 1 & Scope 2 emissions by year (Location-based)



**Reporting boundary and methodology**

All emissions relate to Red-Inc’s UK operations only. Scope 1 and Scope 2 emissions are calculated in line with the GHG Protocol. Scope 2 is reported using both market-based and location-based methods. All figures are reported in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e).

**Insight:**

Operational emissions have been reduced to near-zero through the transition to renewable electricity and low-carbon operations, with only residual location-based electricity emissions remaining.



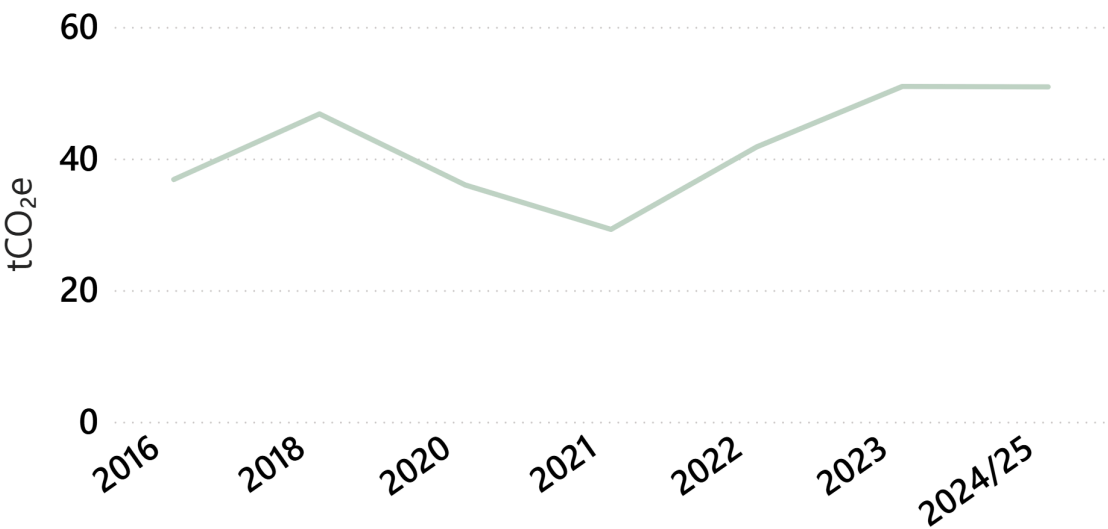
Scope 3 emissions FY 2024/25

50.88  
tCO<sub>2</sub>e

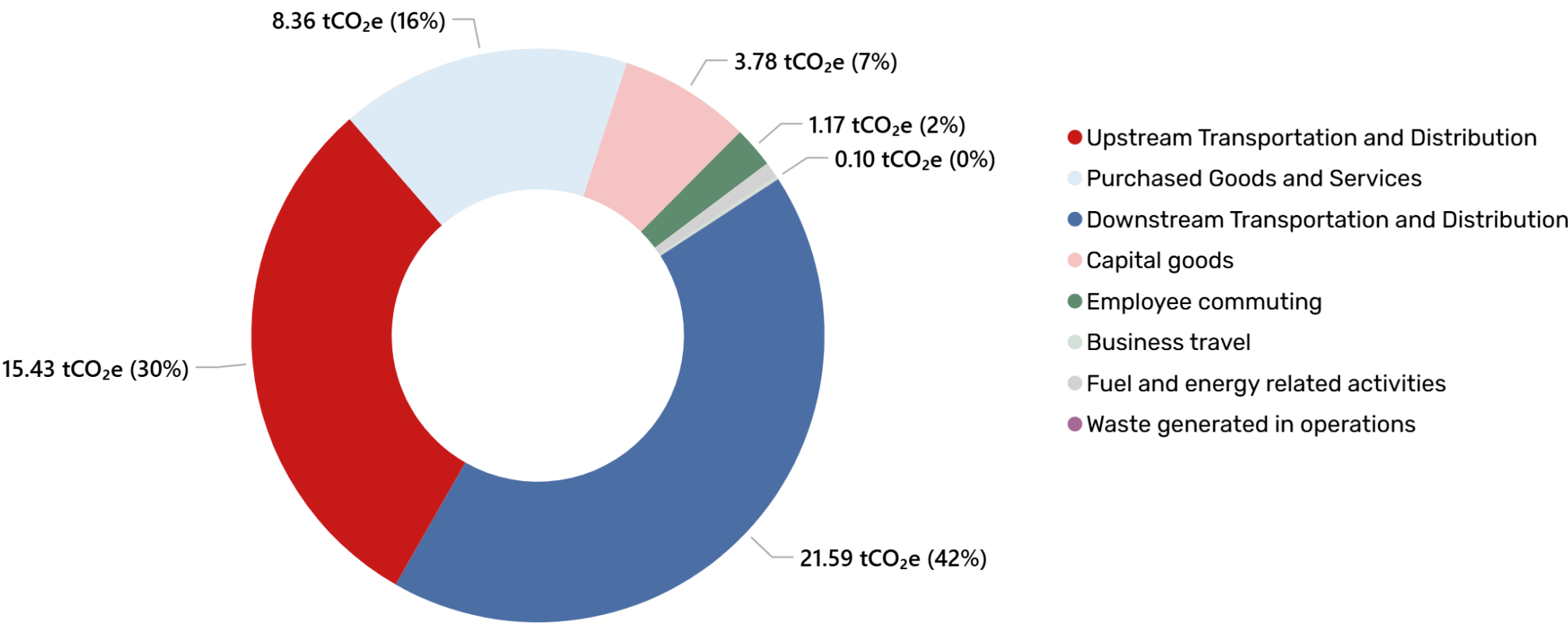
Reporting boundary and methodology

All emissions relate to Red-Inc’s UK operations only. Scope 3 emissions are calculated in line with the GHG Protocol using a combination of recognised spend-based and activity-based emission factors. All figures are reported in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e).

Scope 3 emissions over time



Scope 3 emissions FY 2024/25 by category



Supply Chain Governance & Ethical Sourcing

All key suppliers are screened through a supplier compliance questionnaire covering modern slavery risk, labour standards, environmental management and climate commitments. Red-Inc undertakes periodic supplier engagement and site visits where appropriate, and actively supports suppliers on their net zero journey. Where suppliers fail to demonstrate progress or alignment with our standards, we reserve the right to review or remove them from our supply chain.

Insight:

Logistics emissions dominate our Scope 3 footprint, with upstream and downstream transportation representing over 70% of total emissions. This reinforces the impact that delivery consolidation, efficient routing and lower-carbon logistics partnerships can have in reducing our overall emissions, alongside continued progress on responsible sourcing and product substitution.



Total Emissions FY 2024/25

50.88  
tCO<sub>2</sub>e

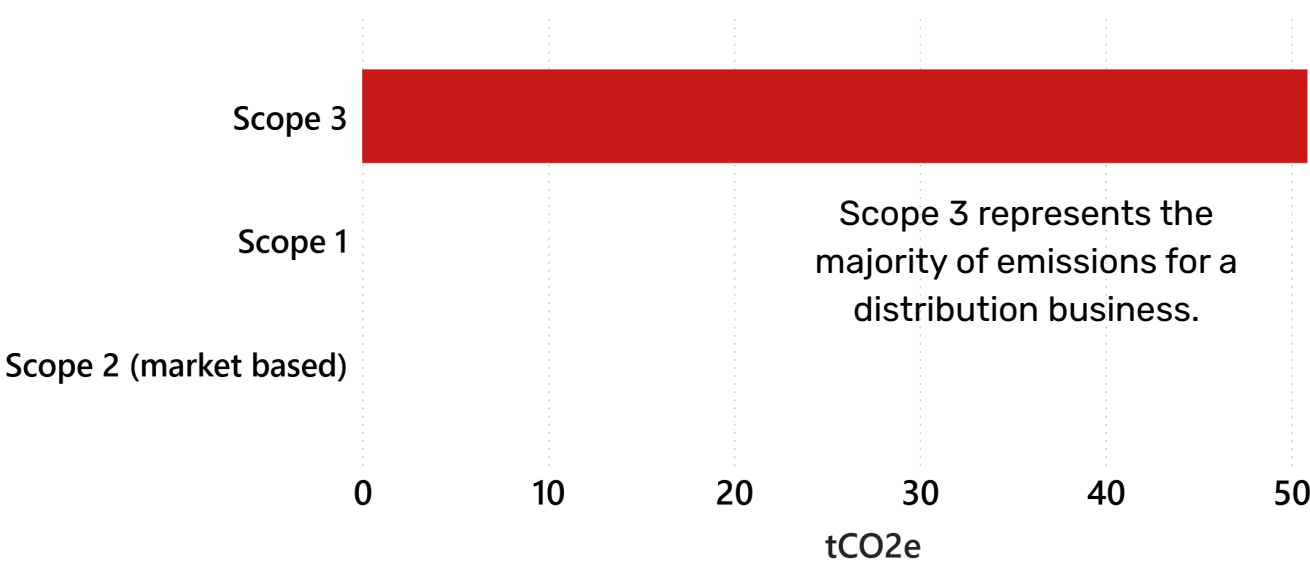
▼ -0.1%

Emissions Previous year

50.95  
tCO<sub>2</sub>e

Change from  
previous year

Emissions by Scope FY 2024/25



**Science-Based Targets (SBTi approved)**

Red-Inc's emissions reduction targets are validated by the Science Based Targets initiative and aligned with a 1.5°C pathway.

**Near-term target (2030)**

Reduce Scope 1 & 2 emissions 50% by 2030 from a 2018 base year.

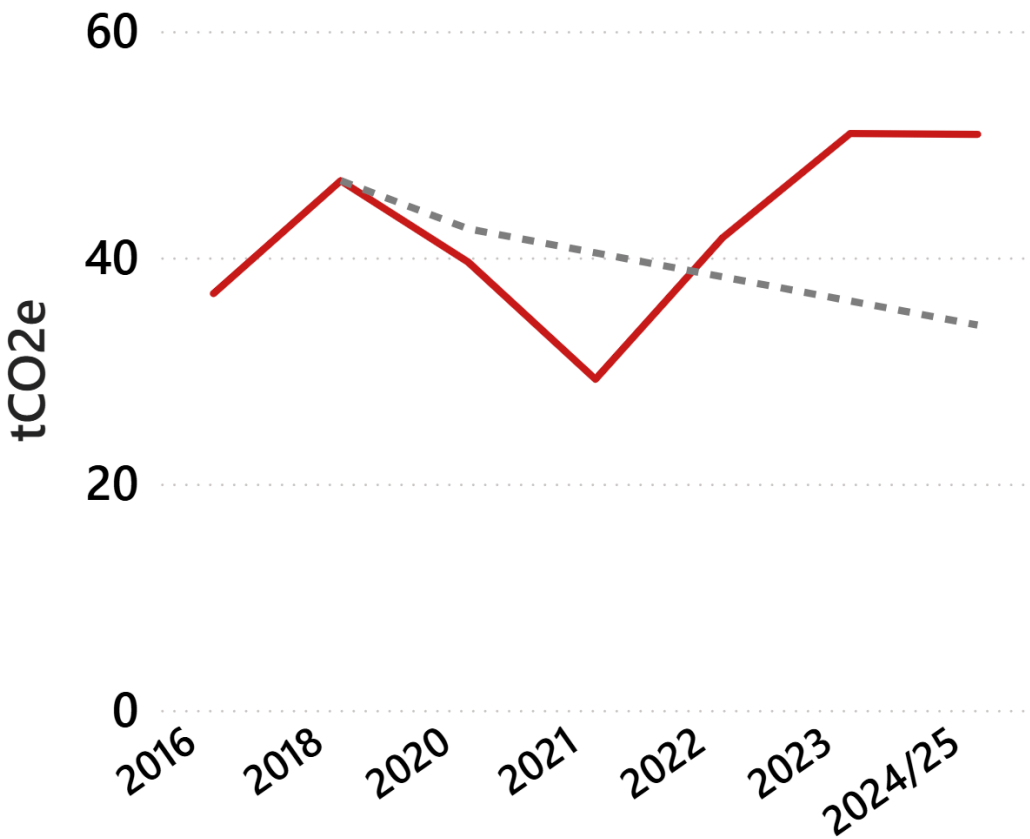
**Net zero target (2040)**

Reduce Scope 1, 2 & 3 emissions 90% by 2040 from a 2018 base year.

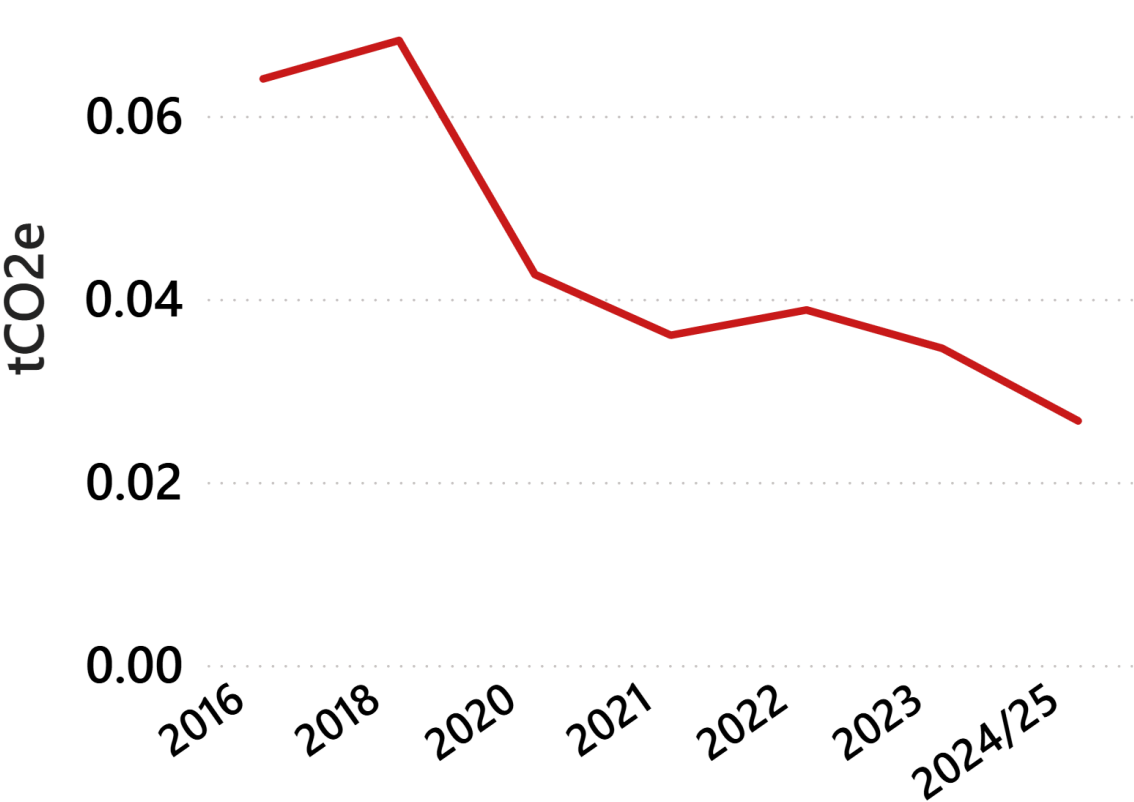
SBTi ID: 40016089

Total Emissions by Year

● Total emissions (tCO<sub>2</sub>e) ● Net Zero Trajectory (2040)



Emission Intensity by Year



Emissions intensity = tonnes CO<sub>2</sub>e per £1,000 of spend (lower is better).

**Key Insight**

Absolute emissions have increased in recent years due to business growth and higher order volumes. However, emissions intensity per £1,000 of spend continues to improve, indicating increasing carbon efficiency as the business scales. Total emissions remained broadly flat year-on-year (-0.1%). Red-Inc remains committed to its science-based net zero pathway to 2040, supported by ongoing supplier engagement, delivery optimisation and responsible procurement.

**Methodology snapshot:**

All emissions relate to UK operations. Scope 3 Purchased Goods & Services are calculated using spend-based emission factors in line with the GHG Protocol. Travel and commuting are distance-based; waste is weight-based.

# Reducing customers environmental impact

Red-Inc supports customers to reduce the environmental impact of their purchasing and logistics through responsible product sourcing, delivery optimisation and transparent sustainability reporting. We combine practical procurement tools, high-quality emissions data and supplier engagement to provide clients with clear visibility of their Scope 3 impacts and the levers available to reduce them. By aligning sustainability with commercial decision-making and operational efficiency, we help organisations embed lower-impact behaviours across their supply chains, reducing emissions, waste and resource use over time.



**Smarter product choices**  
Product impact labelling supports customers to identify lower-impact alternatives and encourage sustainable purchasing behaviours.



**Sustainable product substitution**  
Customer transition to lower-impact products such as EnvopAP delivers measurable reductions in customers' Scope 3 emissions.



**Transparent sustainability reporting**  
Customers receive regular sustainability and emissions reporting to support ESG reporting, internal decision-making and Scope 3 disclosures.



**Low-carbon logistics partnerships**  
The majority of deliveries are fulfilled through DPD, supporting lower-emission transport through EV rollout and net zero aligned operations.



**Delivery consolidation & optimisation**  
Reduced delivery schedules and consolidated ordering support fewer vehicle movements and lower transport emissions.

Across reporting clients (representing over 70% of turnover), the average delivery frequency in 2024/25 was **81.5% lower** than the industry benchmark.

*Benchmark based on historic delivery patterns for comparable customer account sizes.*

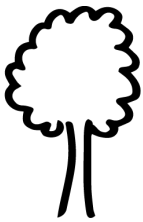
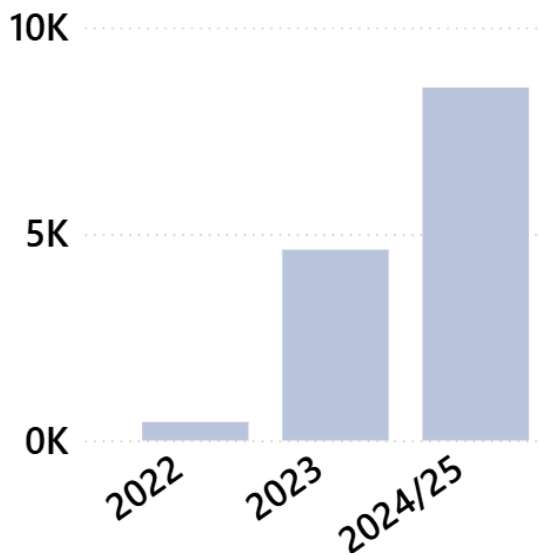


Demonstrating measurable carbon and biodiversity benefits through responsible product sourcing and customer transition



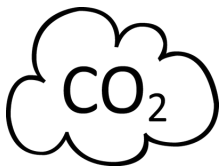
### 8,546 boxes sold

Envopap boxes supplied in FY 2024/25



### 5,341 trees saved

Estimated avoided virgin wood fibre demand through customer transition to Envopap.



### 93 tCO<sub>2</sub>e Saved

Compared with conventional paper

#### Insight

By transitioning customers to Envopap, we directly lower embodied carbon and deforestation risk while maintaining performance and reliability.

Envopap forms part of Red-Inc’s wider product impact labelling programme, supporting customers to make lower-impact purchasing decisions across all product categories.

#### Why Envopap delivers measurable impact

Envopap is a high-quality, sustainably sourced paper range supplied by an independently certified B Corp manufacturer. It is produced using agricultural residue (bagasse), a by-product of sugar cane processing that would otherwise be treated as waste - reducing reliance on virgin wood fibre and maximising material efficiency. The range is designed to reduce environmental impact through responsible sourcing, high recycled content and lower embodied carbon than conventional paper.

By actively supporting customers to transition towards Envopap, Red-Inc enables measurable reductions in customers’ Scope 3 emissions associated with purchased goods, while maintaining the performance, reliability and service levels required in professional environments. Environmental savings are calculated using independently supplied life-cycle data and recognised industry methodologies.



Reduced deforestation risk



No performance compromise



Lower embodied carbon



Credible reporting data





# Restoring nature through PlantOneProtectOne

Demonstrating measurable carbon and biodiversity benefits through responsible product sourcing and customer transition



Mangrove restoration, carbon sequestration and paid community employment in Madagascar



Protection of high-biodiversity rainforest through the Conservation Action Fund



Urban tree planting and community greening in London, UK

PlantOneProtectOne is Red-Inc's long-standing environmental initiative, launched in 2018 to support high-integrity reforestation, rainforest protection and community development. For every qualifying product sold, a contribution is made to the Red-Inc Foundation, funding independently verified conservation and restoration projects delivered by trusted partner organisations. Our programme prioritises measurable biodiversity outcomes alongside carbon sequestration and social impact, including habitat protection, ecosystem restoration, local employment and long-term community resilience.

The  
**Red-Inc**  
Foundation

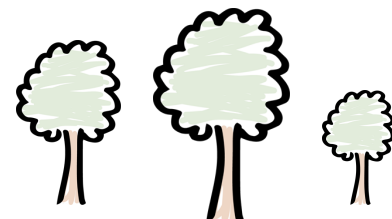
*Programme administered through the Red-Inc Foundation*

**Established  
2018**  
- 7 years of  
continuous impact



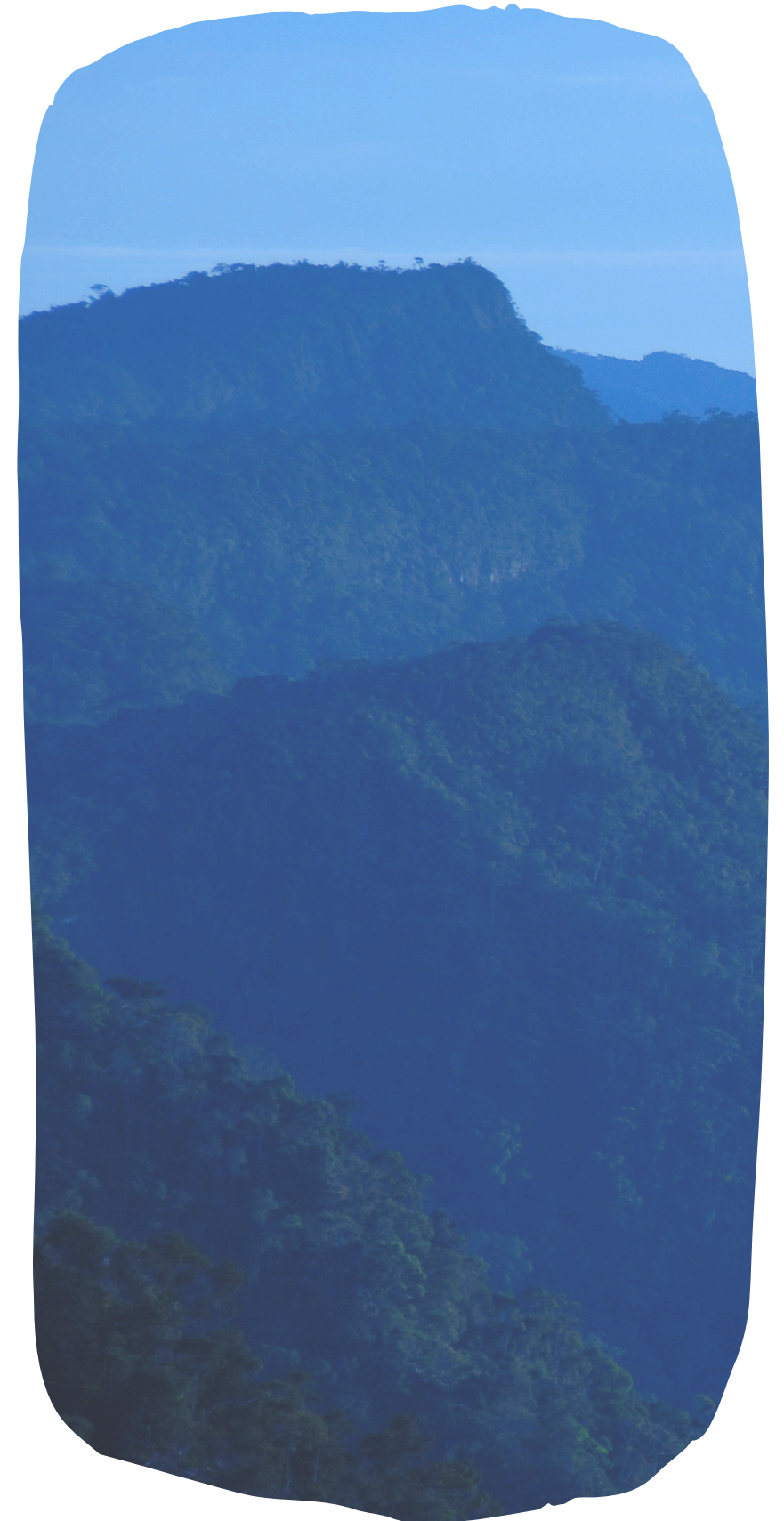
## Why biodiversity matters

Healthy ecosystems support climate stability, food security, water protection and species survival. Protecting nature delivers benefits far beyond carbon alone.



## Programme Credibility & Partnerships

- Red-Inc is a Conservation Partner of Rainforest Trust UK, supporting high-impact rainforest protection through the Conservation Action Fund.
- Adam Huttly serves as an Ambassador and Advisory Council member for Rainforest Trust UK, contributing to conservation strategy and governance.
- Mangrove restoration projects with Eden: People + Planet create paid workdays and support livelihoods in low-income communities.
- UK tree planting is delivered through Trees for Cities, supporting urban greening and biodiversity in London.





Cumulative environmental and social outcomes since 2018.

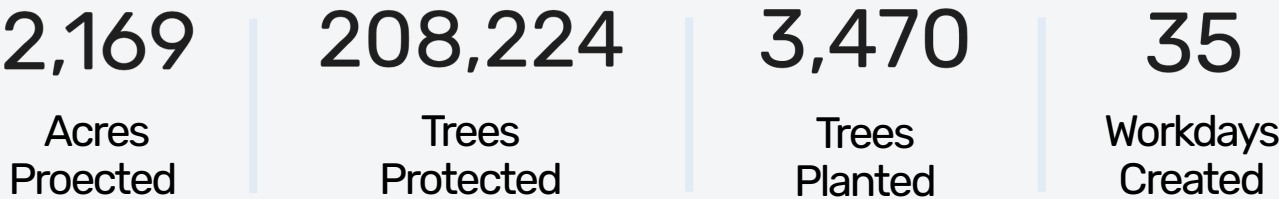
## Lifetime Impact (since 2018)



**Insight**  
PlantOneProtectOne delivers long-term environmental and social value by supporting biodiversity protection, ecosystem restoration and local employment alongside carbon sequestration.

All figures reflect combined UK and international projects.

## FY 2024/25 Impact



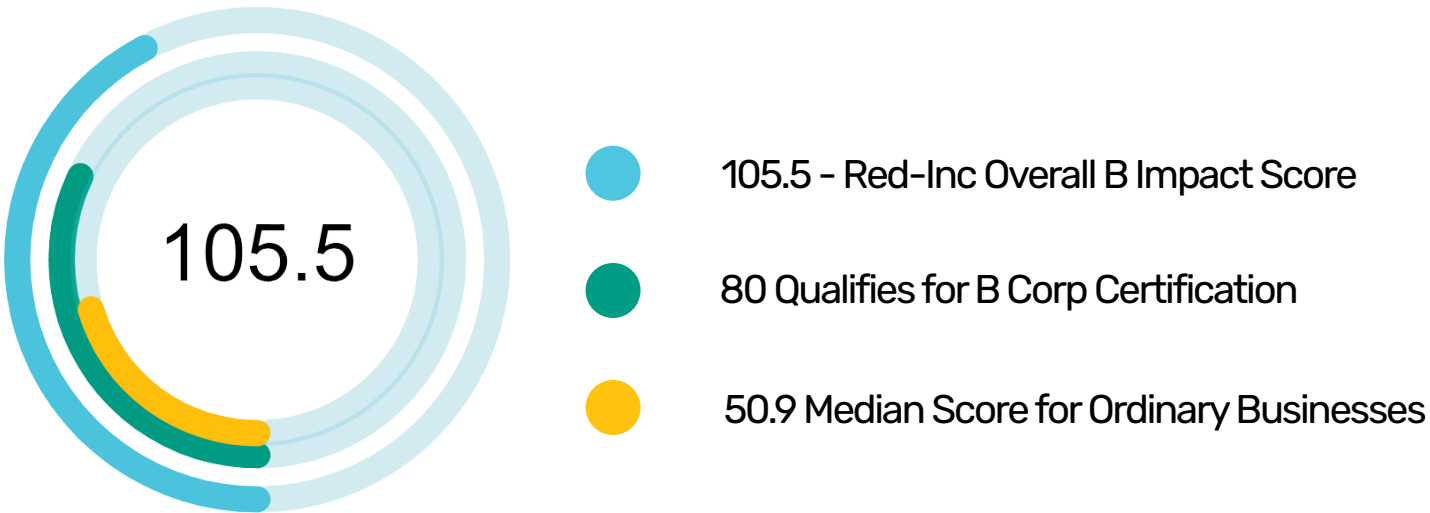
Verified social and environmental performance against global standards.



Red-Inc is a certified B Corporation, independently assessed against rigorous standards of environmental performance, social impact, governance and transparency. Certification requires verification across five impact areas, with reassessment every three years to drive continuous improvement. Our B Impact Score provides an externally validated benchmark of overall performance and progress over time.

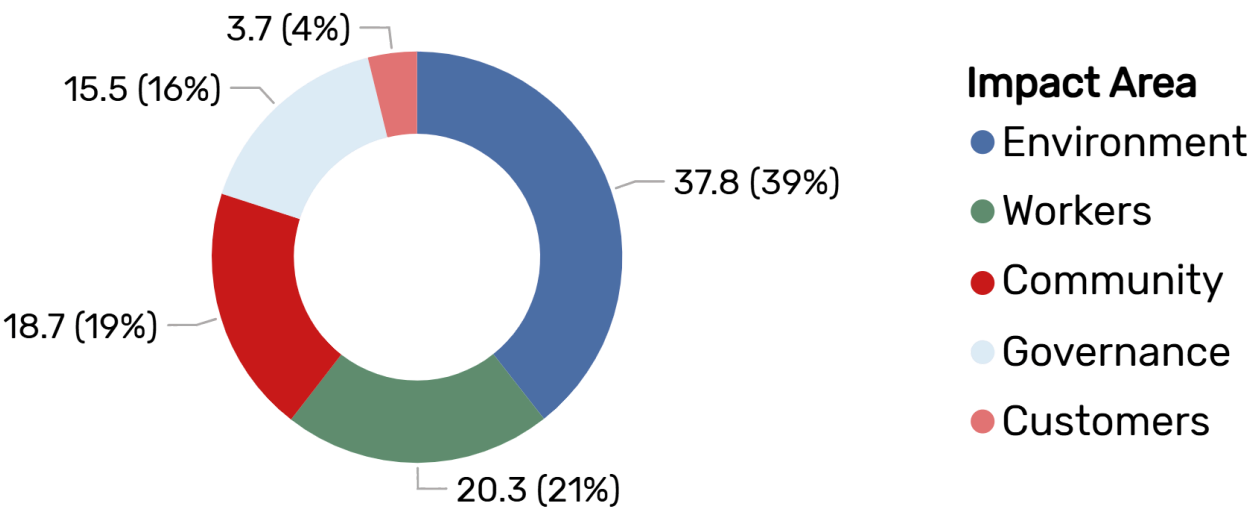
Red-Inc achieved an overall B Impact Assessment score of 105.5 - more than double the current median score of 50.9 for businesses completing the assessment.

### Overall B Impact Score

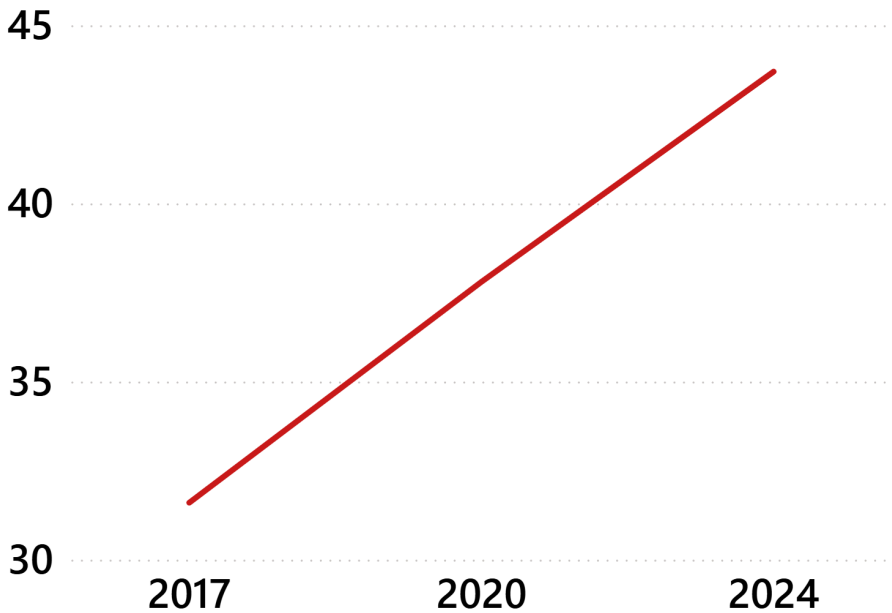


Scores reflect points achieved across verified impact criteria and are independently assessed by B Lab.

### Score by Impact Area



### Environment Score by Certification Year



### Insight

Environmental performance has continued to improve across successive assessments, reflecting sustained investment in responsible sourcing, operational efficiency and environmental governance. As this report focuses primarily on environmental sustainability, the Environment score is highlighted here alongside the overall B Impact performance.



Our next B Corp recertification is due in August 2027. Until then, we continue to use the B Corp framework to drive ongoing improvement across environmental performance, ethical sourcing and transparency.



How we define boundaries, calculate impacts and ensure data integrity.

**Reporting Boundary**

All figures in this report relate to Red-Inc’s UK operations only. Operational emissions include office energy use, business travel, employee commuting and waste. Product-related emissions and environmental impacts relate to goods purchased and supplied to customers through Red-Inc’s supply chain.

*The reporting period covers FY 2024/25 unless otherwise stated.*

**Scope Definitions**

Emissions are reported in line with the Greenhouse Gas (GHG) Protocol:

Scope 1: Direct emissions from owned or controlled sources.

Scope 2: Indirect emissions from purchased electricity.

Scope 3: Indirect emissions across the value chain, including purchased goods, logistics, commuting, business travel and waste.

*All emissions are reported in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e).*

**Emissions Methodology**

Scope 1 and Scope 2 emissions are calculated using activity-based data (energy consumption and fuel use) with recognised UK conversion factors.

Scope 3 emissions are calculated using a combination of recognised spend-based and activity-based emission factors, aligned to the GHG Protocol and leading emissions databases. This approach enables consistent tracking over time while improving data quality as supplier-specific data becomes available.

**Market vs Location-Based Electricity**

Scope 2 electricity emissions are reported using both market-based and location-based methods in line with best practice. Market-based emissions reflect contractual renewable electricity sourcing, while location-based emissions reflect the average grid emissions factor.

*Red-Inc sources 100% renewable electricity.*

**Data Sources & Governance**

Primary data is sourced from internal operational systems, utility invoices, logistics reporting and supplier disclosures. Emissions factors are drawn from recognised external databases and updated periodically to reflect methodological improvements. Environmental and social performance metrics are independently verified through B Corp certification. Biodiversity and community impact figures are reported by delivery partners and consolidated through the Red-Inc Foundation.

*Data is reviewed internally for consistency and accuracy.*

**Get in touch**

If you’d like to discuss how Red-Inc can support your sustainability and Scope 3 reporting, we’d love to hear from you.

**info@red-inc.com**