



# IMPACT REPORT 2025



Since certification we have stayed true to our values and those of the B Corp mission. In a world facing complex challenges — climate change, social inequality, and economic uncertainty — we continued to anchor our work to our core values: sustainability, equity, and transparency.

We have strengthened our work in carbon and nature business impact assessment and have developed a high level of expertise in the pyrolysis of green waste into biochar, a carbon negative process which provides carbon capture at a fraction of the price of CCS technologies and produces several co-benefits. We have helped companies measure their carbon and nature impact, using our proprietary metric software which has been instrumental in achieving results that the client’s would not otherwise be able to achieve.

In our small team we focus on B Corp values in our approach. We operate in a flat and open management style; we have become more gender balanced (was 70/30 M/F, now 60/40) and we work flexibly in a mixture of office and home environments. We are in the process of setting up an employee share ownership scheme under the Enterprise Management Incentive scheme.



Klere has a small carbon footprint with few areas that we can directly control and in fact our footprint has increased both in absolute and relative terms as follows:

Sc 3 category	Tonnes Carbon Dioxide equivalent	2024	2023	2022
6	Business Travel	0.07	0.04	
7	Employee commuting (inc. UK Gov homeworking)	0.23	0.07	
8	Upstream Leased Assets (share office space)	2.81	1.55	2.08
		3.11	1.66	2.08
	FTEs	6.41	4.26	5.29
	Intensity	0.49	0.39	0.39

The principal explanation for this is the switch in late 2023, from WFH to part-time in the office utilising The Conduit’s share office space. WFH is generally much less carbon intense.

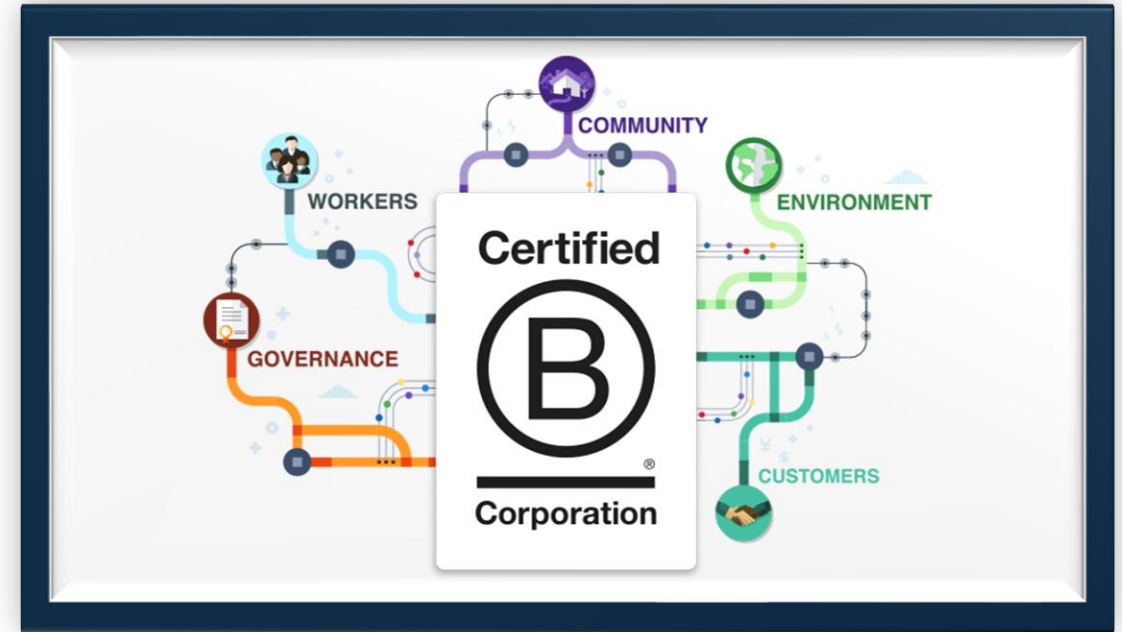
Lastly, we must set our business against the negative momentum provided to sustainability and businesses practices in this area, due to global political forces in general. The business climate is challenging but we are focussed on overcoming short term challenges.

# Journey to Certification

Focussing on 5 areas, the certification process is rigorous, requiring examination of every aspect of business.

To achieve certification, a company must demonstrate a certain level of social and environmental performance by achieving a B Impact Assessment score of 80 or above, making a legal commitment by changing its corporate governance Memorandum and Articles, to allow management to be accountable to all stakeholders, not just shareholders.

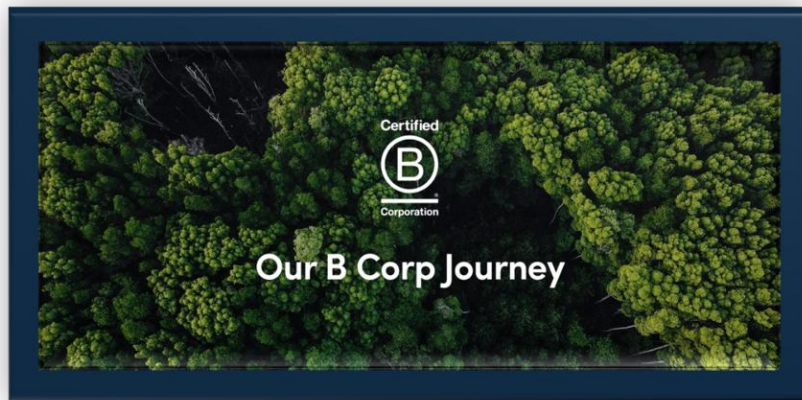
The B Corp movement seeks to build trust with consumers, communities, and suppliers; to attract and retain like-minded employees and mission-aligned investors. As the verification process must be renewed every three years, B Corp is also focused on continuous improvement, leading to their long-term resilience.



Klere chose to embark on the B Corp mission to build our internal resilience and gain the benefits of being within the B Corp community. We have achieved both aims since gaining certification.

Our self-awareness and confidence as to our place in the climate and sustainability space has grown, and we have gained numerous network contacts through the B Corp community. Actual and potential employees have approached us because we are B Corp, as have companies needing carbon and nature impact measurement.

It took us over a year to complete the process, involving a series of interviews with our assessor. The interviews were essentially collaborative, providing us with guidance.



## Our Verified Score



IMPACT AREA  
**Governance**

SCORE  
**19.48**

Learn what your company can do to enhance policies and practices pertaining to its mission, ethics, accountability and transparency.



IMPACT AREA  
**Community**

SCORE  
**11.63**

Learn what your company can do to contribute to the economic and social well-being of the communities in which it operates.



IMPACT AREA  
**Customers**

SCORE  
**7.81**

Learn what your company can do to improve the value that you create for your direct customers and the consumers of your products or services.



IMPACT AREA  
**Workers**

SCORE  
**34.36**

Learn what your company can do to contribute to your employees' financial, physical, professional, and social well-being.



IMPACT AREA  
**Environment**

SCORE  
**10.32**

Learn what your company can do to improve its overall environmental stewardship.

The nature of our business constrains what we can score in certain areas, and we would not expect to achieve the maximum available.

Verified score  
**83.6**

Pass score is 80

# Re-certification goals

Verified score  
**83.6**

## Plans and progress

We have outlined items where we believe we can enhance our score from changes and improvements within our operations and have a review process to assess the areas on a periodic basis.

We have identified 13 questions to focus on in the forthcoming year, setting ourselves a target score for improvement.

No	Section	Topic	Detail
2	Governance	Mission & Engagement	Mission Statement Characteristics
6	Governance	Mission & Engagement	Social/Environmental Key Performance Indicators
14	Governance	Ethics & Transparency	Financial Transparency with Employees
40	Workers	Financial Security	% Participation in Employee Ownership
59	Workers	Engagement & Satisfaction (Salaries)	Paid Primary Caregiver Leave for Salary Workers
66	Community	Diversity, Equity & Inclusion	Age Diversity in Workforce
101	Environment	Air & Climate	Monitoring Energy Usage
103	Environment	Air & Climate	Low Impact Renewable Energy Use
104	Environment	Air & Climate	Monitoring Greenhouse Gas Emissions
105	Environment	Air & Climate	% GHG Emissions Offset
106	Environment	Water	Monitoring and Managing Water Use
117	Customers	Customer Stewardship	Managing Customer Stewardship
123	Customers	Impact Improvement	Management of Impact Improvement

Work will start in the coming months to move to the new B Corp Assessment standards due to launch September 2026.

**We look forward to continuing our progress within the B Corp family.**

2026 target  
**88.0**