



IMPACT REPORT 2024-2025

Contents

04	Message from Gill Kelly, MD
06	Ecogee in numbers
08	Our ESG strategy
09	Measure twice, cut once
10	Our social impact
14	People
18	Place
20	Planet
24	Procurement
26	ESG is a journey, not a destination!

Use the contents above to easily navigate through the report. This report also includes clickable links.



”
A sustainable business is resource efficient, respects the environment, and is a good neighbour.

These principles are threaded through all Ecogee considerations to achieve commercial success.

- GILL KELLY



A MESSAGE FROM GILL

The 2024 - 2025 financial year proved to be a successful year for Ecogee. We invested in new systems to enhance service and communication for customers, recruited new staff, improved the diversity of the business, and secured new partners and work from existing partners. All of this ensured a financially strong year for the business.

The retrofit and renewables sector continues to grapple with labour shortages, rising material costs, EPC reform, preparing for the changes to the PAS standard, the Future Homes Standard, and The Building Safety Act. Despite these challenges, Ecogee is optimistic for 2025.

By establishing our new systems, empowering our new talent to shine, delivering for new partners, and with recent increased government funding for retrofit, Ecogee will continue to demonstrate courage and dynamism in our decision-making and attitude towards growth and diversification.

ECOGEE WILL CONTINUE TO ADDRESS SOME OF THE SECTOR CHALLENGES WITH MORE INNOVATIVE STRATEGIES, INCLUDING:

- › Exploring digital software tools to boost productivity and reduce reliance on physical labour for construction projects.
- › Exploring project management systems for on-site tasks to streamline operations and attract younger workers who are more interested in tech-forward industries.
- › Offering training opportunities such as cross-skilling, on-the-job mentorship, and digital learning programs to equip workers with the skills needed to thrive in the industry.
- › Continuing to increase awareness of potential careers within retrofit and renewables in local schools, colleges, and universities.
- › Actively recruiting from outside the sector to bring fresh ideas, different thinking, perspectives, and experience.
- › Representing Ecogee at national renewables 'Think Tanks' to provide feedback, experience, and expertise on new greener initiatives and help shape future standards and funding elements.



In 2025, Ecogee will double their turnover compared to 2023. This achievement is due to our collaboration with new and existing partners to support their energy efficiency strategy targets.


With 13 years of experience in improving the energy efficiency of thousands of homes across the North West, we are passionate about this mission.

We have developed this ESG strategy to ensure we deliver all of the above with real consideration to people, planet, place, and procurement. We have included challenging targets to ensure adequate focus and drive on our sustainability.

2025 is going to be another incredible year for Team Ecogee, and we understand that opportunities don't just happen...

WE CREATE THEM!





ECOGEE IN NUMBERS...

This financial year we have improved the energy efficiency of in excess of **over 700 homes**, working with our various public sector clients across a variety of government funding streams.

A CLOSER LOOK...

255

homes installed with solar panels

278

homes installed with cavity wall insulation

341

homes installed with loft insulation

228

homes installed with external wall insulation

185

homes installed with internal wall insulation

In excess of over

1,600

individual measures installed!





OUR ESG STRATEGY OUR CHAMPIONS HAVE ASSEMBLED!

We've got a group of 8 people who are all dedicated to our mission. Our ESG champions are willing to go above and beyond to help us achieve our business and contract led targets.

MEASURE TWICE ~~CUT ONCE~~

Our system based approach ensures our reporting is always accurate.

Everything we record is accurate, monitored and reported to make sure we can measure the impact of our social value activities. This means we can share data with our clients, customers and supply chain.

We have invested in HACT who partner with organisations across the housing sector to drive value for residents and communities.



A man in a high-visibility yellow vest and black gloves is working on a black metal fence. The background is a blurred outdoor setting with trees and a building. The entire image has a teal overlay.

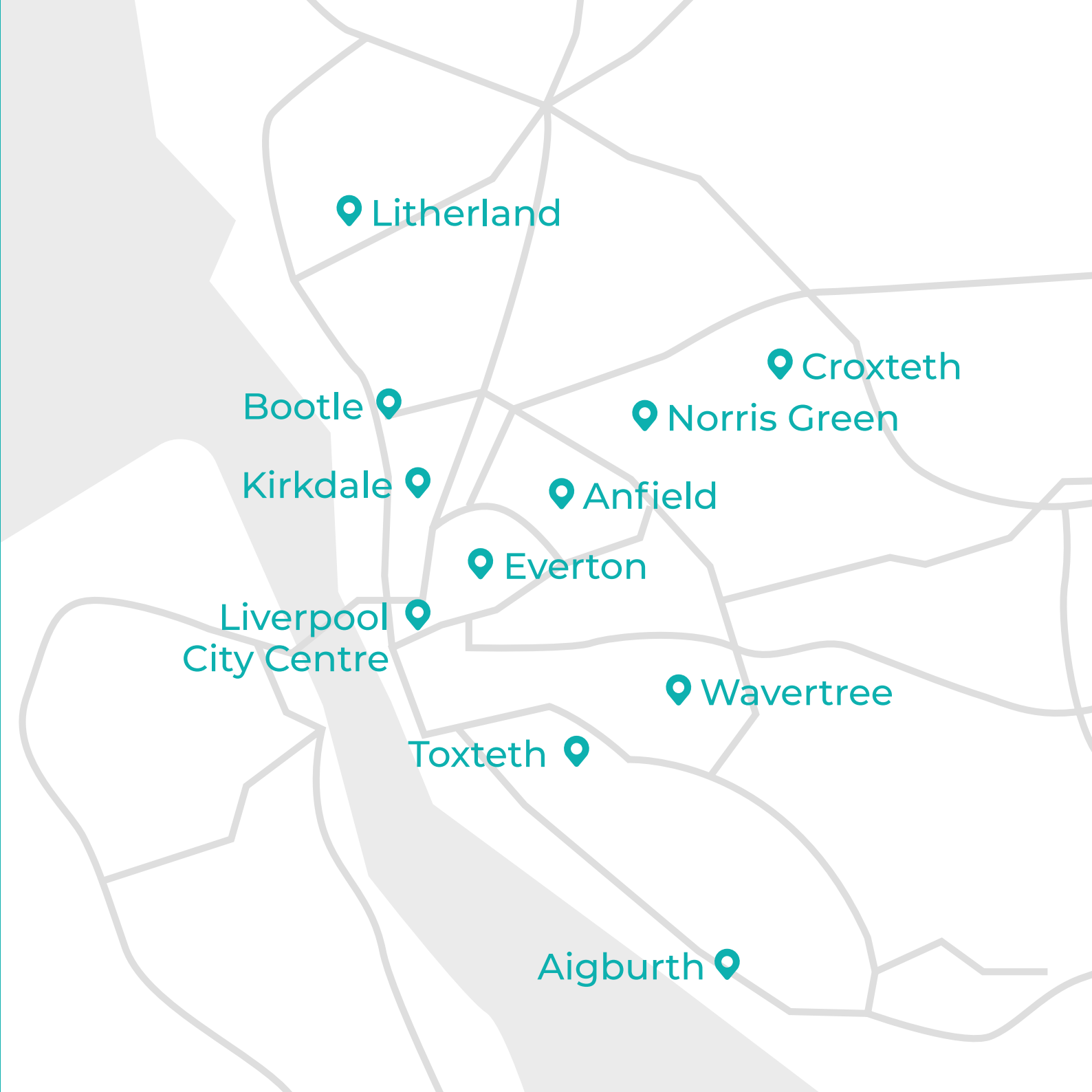
IN THE 24-25 FINANCIAL YEAR, WE GENERATED

£2,113,982.22

IN SOCIAL VALUE



HERE ARE ALL THE
COMMUNITIES
WE HAVE MADE **A**
DIFFERENCE TO THIS
FINANCIAL YEAR!





OUR PEOPLE MAKE ECOGEE A GREAT PLACE TO WORK

We have a 2* rating in the Best Companies Survey because we give competitive and fair pay, value our staff, provide excellent staff benefits, and the people who work here feel their mental and physical health is always considered.



WHAT MAKES WORKING HERE SO SPECIAL:

- › Enhanced maternity and adoption leave to give greater financial support as our families grow
- › Starting school parental leave – to help little ones and parents have a smooth and positive experience for the first days of school
- › Flexible working, compressed working patterns, part time roles and home working - to support with family, care commitments and work life balance
- › 'Live and learn' fund where staff can access £250 annually for their personal development aspirations. This can be personal or work related things like driving lessons, music lessons or training courses!
- › Annual leave purchase scheme to secure up to 5 additional holidays
- › Christmas shutdown period without use of personal holiday allowance

CELEBRATING OUR PEOPLE

This financial year, our staff have nominated over 18 colleagues for Spot Awards across the business to recognise their efforts for going the extra mile!

Spot Award nominations encourage a positive culture of recognition and feedback amongst our staff. Nominations are a values based opportunity to celebrate our staff for living and breathing our values of teamwork, ambition and dynamism and high performance!





PROVIDING SUSTAINABLE FUTURES FOR LOCAL PEOPLE

We invest in the communities we work in day in day out through the services we deliver; we are directly providing a sustainable future for local people and properties by installing energy efficiency measures. However, this isn't where our mission stops as we are always wanting to go a step further to do more.

This financial year, we have **provided £19,839.50 in donations** across the North West for local charities and community led organisations. We have also **gift aided £400,000 to Centre 56**, local domestic abuse charity nursery which is part of The Regenda Group alongside Ecogee.

Our staff have **provided over 40 volunteering hours** in local schools, investing our time in the next generation of workers and helping young people make informed career decisions.



PLANET-FRIENDLY PRACTICES



This year an Environmental Consultant analysed our carbon emissions, so we could set realistic and achievable carbon reduction targets. Our mission alongside our stakeholders is to achieve the St Helens Borough Council objective of Net Zero by 2040.

Following identification of our Scope 1, 2 and 3 emissions we have committed to targets within our 2025-2026 ESG strategy to **reduce our carbon emissions.**



We have a **focus on our fleet and travel** which produces 89% of our carbon emissions.



Making conscious decisions to protect our planet means recognising that as an industry, we need to do more.

We want to set an example to our clients, customers, competitors and our supply chain, recognising that we have the ability to influence other businesses’ behaviour as well as our own.

THIS YEAR WE HAVE:



Provided **toolbox talks** to our subcontractor partners about carbon emission, our targets and how they can help the planet by making small conscious choices.



We have **partnered with Mersey Forest**, providing an annual sponsorship. Our donations contribute to tree planting, school activities and staff volunteering days to support The Mersey Forest.



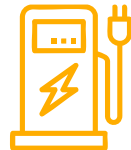
Encouraged carpooling and incentivised staff by allowing them to **claim 10p extra per mile** if a journey has involved car sharing with another staff member to reduce mileage.



Facilitated the planting of 14 trees just from our partnership with our uniform provider who **plant a tree for every £1,000 of spend** with us. This contribution to our forests will help sequester 140 KGCO2 E and other pollutants from the atmosphere **within the first 20 years of the tree’s lifespan**.



Review recycling and waste processes to achieve **our 95% business target**



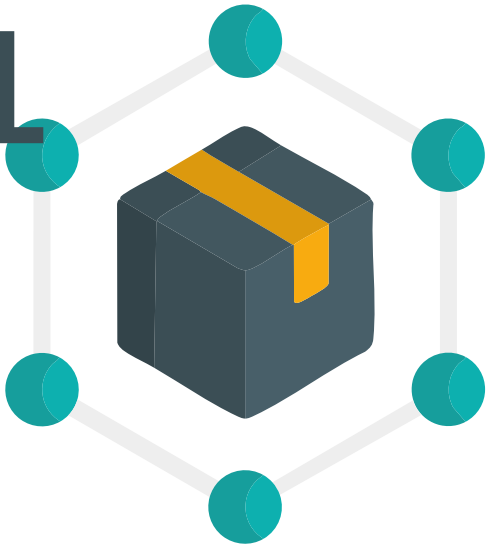
Provided staff with an electric car leasing scheme which allows them to save between 25-60% on a brand new electric car.

The Mersey Forest have been growing the network of well looked after trees and woods, as well as other habitats, and encouraging people to get involved across Merseyside! As a result, almost 10 million new trees have been established, or 4 trees for every person living here.





ETHICAL AND LOCAL SUPPLY CHAINS



As a contractor, we know we have a responsibility to source an ethical and local supply chain. We also want to set an example by procuring works fairly and responsibly.

Across the North West, we work with local subcontractors and suppliers to deliver excellent projects and services for our ever growing list of clients.

90%


of our supply chain are based within the North West.

86%

of spend with Northwest based supply chain (£9,779,884.99).

88%

of supply chain spend with SME's (£9,981,322.3).



ESG IS A JOURNEY NOT A DESTINATION!

We believe in the importance of continuously assessing and improving our impact. We look back every year to make sure our future efforts build on our past milestones!

SO WHAT'S NEXT?

IN 2025-2026 WE WILL:

Begin to implement some **changes as part of our carbon reduction strategy**, such as exploring the use of renewable tariffs at our head office with our Landlord.

Implement a system based waste management process to **achieve our target of 95% recycling** and streamline our process for enhanced visibility.

Undergo our first ever HACT audit to **formally verify all our ESG activity** to provide our board and clients with additional assurances regarding our ESG offer.

Recruit additional apprentices into the business to maintain **our 3% target** and in line with our 'grow our own' ethos.

Procure additional electric fleet and continue to monitor mileage across the business.

Work with our supply chain more closely to **refine their ESG offers and commitments**.

Aim for a 3* Best Companies Score in our 2025 survey, reflecting on the feedback provided by staff in the 2024 survey.

Provide training to all managers about neurodivergence, to provide a more inclusive workplace for all staff, where peoples differences are celebrated and valued.

Partner with Positive Footprints and NCRC at Trafford Hall to **facilitate an environmental training academy**, fully funded by Ecogee. The programme will be delivered to **800 local children across 20 local schools...watch this space!**



[ECOGEE.CO.UK](http://ecogee.co.uk)