

Ten years of progress with nature, people and purpose

ecologybydesign

ESG report 2025

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Introduction.

2025 marks Ecology by Design's 10th anniversary

Since our founding in November 2014 in Chalgrove, Oxfordshire, we've grown from a single employee to a thriving team of 28, with a second office having opened in the Cotswolds in 2023.



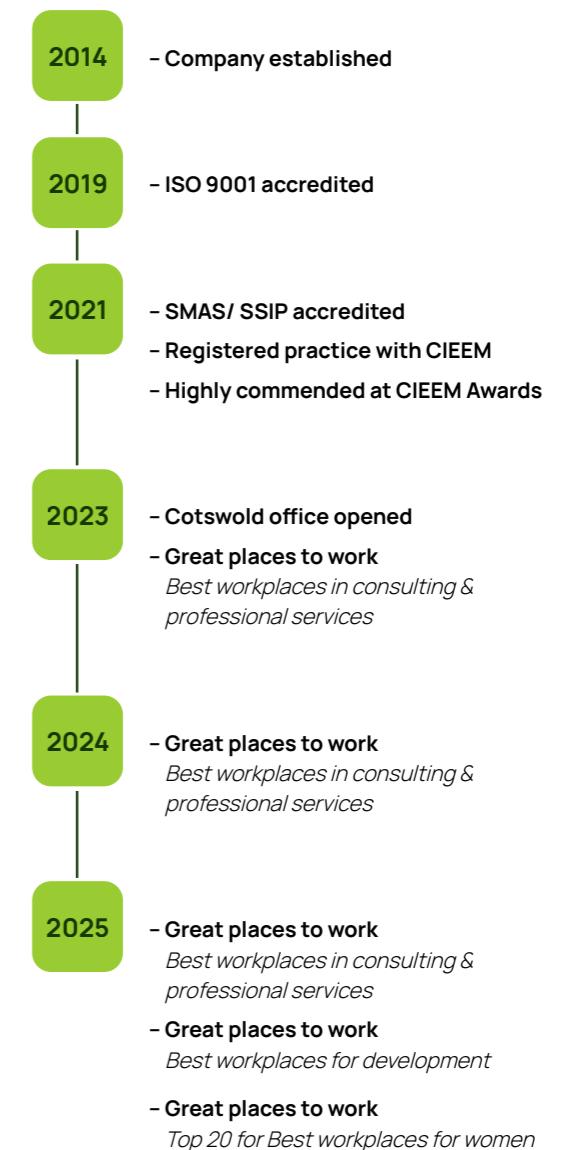
As a CIEEM Registered Practice, we are recognised as ambassadors for our profession and have proudly held Great Place to Work accreditation since 2023. Our ecologists are committed to the highest standards, with all staff members being CIEEM members or applicants.

Our values shape everything we do

- Going the extra mile for biodiversity
- Being flexible and innovative without compromising quality
- Using evidence-based, best-practice methods
- Challenging and supporting our team to grow
- Building a culture of trust

This ESG report highlights how we embed sustainability, ethics, and responsibility into every aspect of our work and our ambitions for the decade ahead.

Significant events



About us.

“We provide ecological consultancy to clients across sectors including renewables, minerals, leisure, strategic land, heritage, and both public and private development.”

Our services include



Preliminary Ecological Appraisals (PEAs)



River Condition Assessments (MoRPh 5)



Ecological Impact Assessments (including Environmental Statements)



EPS Mitigation Licences/ District Licences



Habitats Regulations Assessments and Nutrient Neutrality Assessments



BREEAM Land Use & Ecology Assessments



Biodiversity Net Gain (BNG) Assessments



Habitat, Construction & Landscape Ecological Management Plans (CEMPs, LEMPs, HMMPs)



“We collaborate closely with clients and multidisciplinary teams, from architects to engineers, to design solutions that balance the needs of people and wildlife.”

Our mission.

“Our vision is to ensure biodiversity is protected and prioritised in modern development.”

Achieve better outcomes for biodiversity

OUR AIMS

Drive positive change in how people live with and value the environment

OUR AIMS

Environmental responsibility

OUR AIMS

Maintain a relentless focus on quality

OUR AIMS



Environment.

Net Zero premises

Our head office's business park in Chalgrove achieved Net Zero Carbon in 2020, powered by 100% renewable energy with on-site solar panels.

Reducing travel

Average mileage per consultant has reduced by 77% in the last three years, supported by EV charging points, car sharing, and smart resource coordination.

Waste and resources

Zero waste to landfill, reduction of single-use products, and eco-friendly cleaning practices.

On-site biodiversity

Creation of pond and meadow habitats to enhance local wildlife.

Carbon offsetting

Partnered with Ecologi since 2021, planting 2,240 trees and avoiding 202 tCO₂e through verified projects.

Project impact

11% of our 2023-24 projects were renewables, including solar PV, air-source heat pumps, battery storage, wind farms, and carbon capture initiatives.

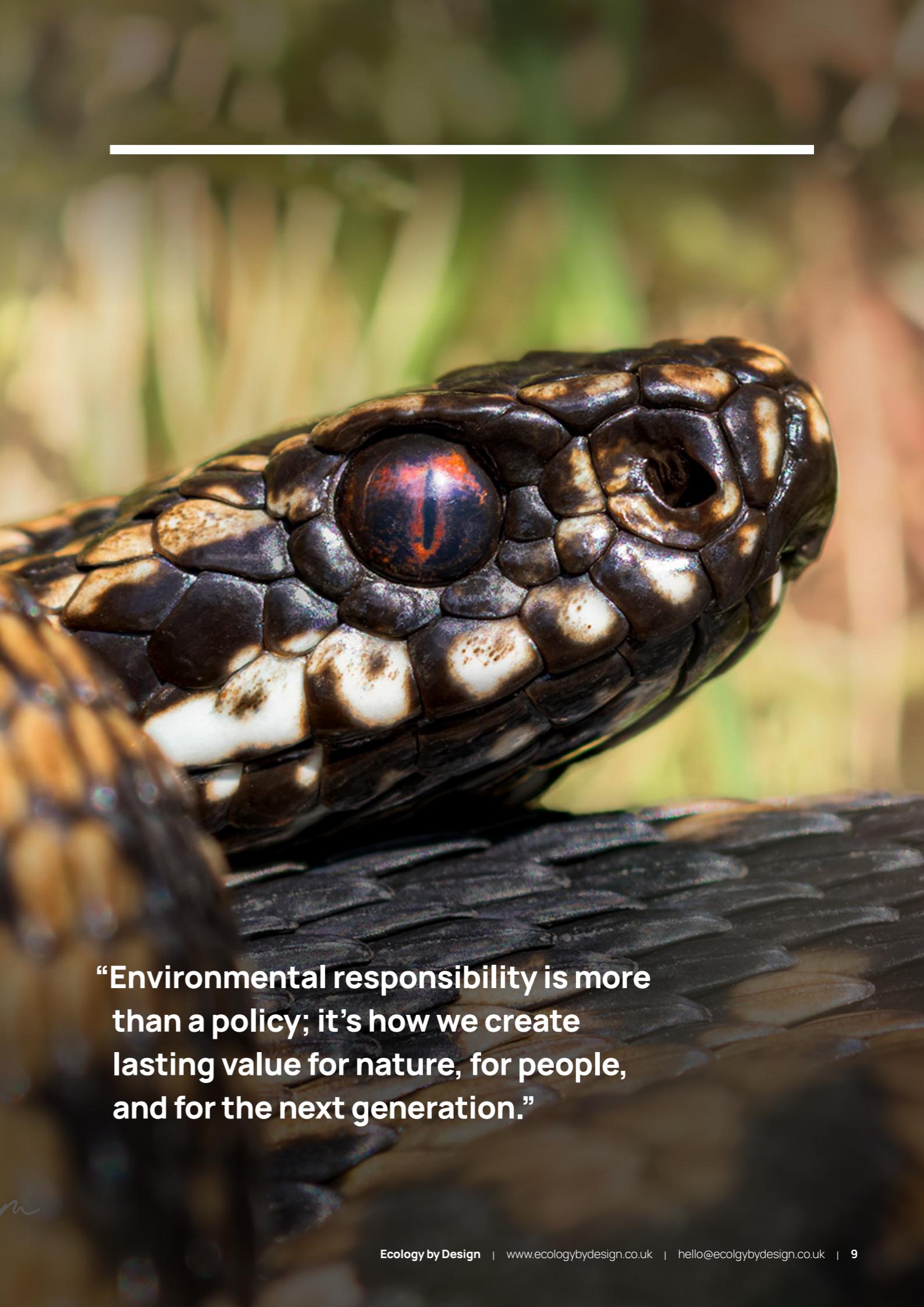
In this period, 15% of our work comprised baseline Preliminary Ecological Appraisals, 14% Biodiversity Net Gain assessments and 51% protected species surveys.



Carbon Accounting

For the 2024 reporting year we conducted a full carbon accounting exercise in line with the Greenhouse Gas Protocol. We assessed all relevant Scope 1, 2 and 3 emissions, using primary data and the latest DEFRA emissions factors. We applied recognised methodologies for fuel use, electricity consumption, business travel, employee commuting, waste management and the upstream impacts of purchased goods and services.

This assessment provided an output of 68 tCO₂e for FY24, a clear and reliable baseline of our operational carbon footprint. Using this information, we will identify priority areas for reduction and implement targeted measures to lower our emissions year on year.



“Environmental responsibility is more than a policy; it’s how we create lasting value for nature, for people, and for the next generation.”

Social responsibility.



Our people

28 staff members, with a 70% female workforce.

Wellbeing

Dedicated Health and Wellbeing Champion, employee assistance programme, and regular group wellbeing sessions.

Diversity and inclusion

Neurodiversity training for managers; fair pay and clear promotion pathways; flexible working for all staff. EbD is number 20 on the UK's best workplaces for women list in 2025.

Gender pay gap

Women earn £1 for every £0.77 earned by men (median hourly pay). Women represent 88% of the highest-paid quartile.

Training and development

£38,699 invested in external training in 2024 plus over double that internally – totalling 1,906 hours (68 hours per person).

Satisfaction and retention

94% staff satisfaction and 82% retention rate across the last three years.

Community and outreach

Deliver CPDs to industry professionals, run talks for schools and universities, and publish blogs to raise ecological awareness.



“Working at Ecology by Design means joining a team that invests in your potential, prioritises your wellbeing, and gives you the freedom and support to grow into the ecologist you want to be.”

82%
staff retention

94%
staff satisfaction

70%
female workforce



Governance.

ESG governance structure

■ Senior management team (SMT)

- Two female, one male

■ ES- ESG oversight and strategic direction

- Sets ESG priorities and long-term goals
- Ensures alignment with company values

■ Business management system (ISO 9001:2015)

- Quality assurance and risk management
- Compliance with legislation and best practice
- Documented policies for environmental and social governance

■ Ethical project screening

- Safety
- Sustainability and biodiversity outcomes
- Morally acceptable and legally compliant
- Alignment with company values

■ Operational delivery

- Ecologists, senior staff, business support team
- Daily implementation of ESG principles
- Travel reduction and resource efficiency
- Ethical survey delivery and best-practice methods
- Habitat improvement and carbon-conscious design
- Mentoring, wellbeing support and people-first culture

■ Monitoring, reporting and continuous improvement

- Carbon tracking
- Diversity metrics and gender pay reporting
- Staff feedback, wellbeing checks and satisfaction surveys
- Periodic ESG reviews and target-setting going forward

“The next wave of planning reforms provides a catalyst for innovation, enabling us to refine our services and champion nature-positive solutions across the development sector.”



Leadership

Senior Management Team of three (two female, one male)

Accreditation and compliance

ISO 9001:2015 certified, with robust business management systems to manage environmental, social, and operational risks.

Ethical projects

All projects must meet strict criteria on safety, legality, sustainability, and alignment with company values.

Future focus

With planning reforms on the horizon, we are refining delivery methods, exploring AI technologies, and strengthening ESG metrics.

The next ten years.

Our ESG priorities for the next ten years include:

■ Strengthening data sharing

We will go beyond legal requirements to share comprehensive ecological data with Local Environmental Record Centres, supporting evidence-led conservation, more informed regional planning, and a stronger understanding of habitats and species across the landscapes where we work.

■ Reducing our carbon footprint

We will actively reduce emissions at source through smarter project planning, reduced travel, increased virtual collaboration, and low-carbon operational practices. By prioritising direct reductions alongside responsible offsetting, we will ensure tangible, lasting environmental benefits.

■ Expanding low-carbon projects

We aim to grow the proportion of renewable energy and carbon capture projects from 11% to 25% by 2030. This will enable us to deliver climate-positive developments and contribute to a low-carbon future across the sectors we serve.



■ Promoting Biodiversity Net Gain and nature-based solutions

We will continue to design schemes that provide measurable ecological benefits, enhance connectivity, and integrate nature-based solutions that support both wildlife and local communities.

■ Championing people, diversity, and inclusion

We are committed to nurturing talent, supporting neurodiversity, and maintaining an inclusive, flexible workplace. Our goal is to ensure all team members can grow their expertise, achieve their ambitions, and thrive in a supportive environment.

■ Engaging communities and stakeholders

Through volunteering, educational outreach, and public engagement, we aim to foster a deeper understanding of ecology and inspire collaborative approaches to conservation and sustainable development.



Designing for nature. Designing for the future.

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