



Sustainable Ventures

One Planet Living Action Plan



One
Planet
Living®

A framework
by Bioregional

One Planet Living® - a framework from Bioregional

Launched in 2004 by Bioregional and WWF, One Planet Living was developed from strategies and approaches used at the award-winning BedZED eco-village, the UK's first large mixed-use sustainable housing development.

It is based on the concept of ecological footprinting and enabling residents and workers to live happy, healthy lives within the Earth's natural limits, while leaving space for nature to thrive.

At Sustainable Ventures, we are proud to be recognised by Bioregional as a One Planet Living Leader. We believe the values that underpin the framework, perfectly encapsulate the environment and the community we are trying to build in our workspaces.

Through the One Planet Living Action Plan, we are committing to ensure our residents are empowered to shape their experience here with us, in way that is truly unique in a coworking space.

	Health and happiness Encouraging active, social, meaningful lives to promote good health and wellbeing
	Equity and local economy Creating safe, equitable places to live and work which support local prosperity and international fair trade
	Culture and community Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living
	Travel and transport Reducing the need to travel, encouraging walking, cycling and low-carbon transport
	Land and nature Protecting and restoring land for the benefit of people and wildlife
	Local and sustainable food Promoting sustainable, humane farming and healthy diets high in local, seasonal organic food and vegetable protein
	Sustainable water Using water efficiently, protecting local water resources and reducing flooding and drought
	Materials and products Using materials from sustainable sources and promoting products that help people reduce consumption
	Zero waste Reducing consumption, reusing and recycling to achieve zero waste and zero pollution
	Zero carbon energy Making buildings and manufacturing energy-efficient and supplying all energy with renewables



Introduction

Sustainable Ventures is committed to being a specialist growth partner for climate tech entrepreneurs, delivering affordable workspaces for collaboration and community, expert advice to tackle critical business challenges, introductions to key ecosystem partners to accelerate market deployment, and access to investment and funding to fuel growth.

Partnering with academic innovation centres such as universities and existing tech ecosystem partners, together we can help support the growth of regional hubs of climate tech excellence.

However, we can't do this alone - more funding needs to be available to enable companies to stay in their home regions, creating more local jobs and enhancing their local economies. With 2050 being only 25 years away, the need to accelerate climate tech deployment has never been greater and we have to continue to innovate our support offerings to deliver this objective.

With over 800 companies in our ecosystem, our mission is to develop 1,000 climate tech businesses by the end of 2025. Our flagship London HQ, based in the iconic County Hall overlooking the River Thames, serves as Europe's leading climate tech hub. Our Northern hub in Manchester has been launched to provide a base for regional climate entrepreneurs looking for a hub to support their growth.

This One Planet Living Action Plan outlines our roadmap for embedding Bioregional's 10 sustainability principles into our operational processes, supply chains, and member engagement initiatives. This plan focuses on our London HQ as a model, with the intention to replicate its successes in Manchester and future hubs.

Context Setting

At the core of Sustainable Ventures' operations is the provision of affordable coworking space, specifically for companies that are aligned with our mission of tackling climate change.

The provision of this work space is key to bringing like-minded individuals together, through the use of desk and event facilities, encouraging connections and networks to foster and grow.

Currently Sustainable Ventures has a fully operational London HQ in county hall, with our Manchester hub scaling up to full capacity by the end of 2025. This One Planet Living action plan will be developed using our London HQ as the model, with the intent to implement in Manchester and all future workspace developments.

The aim of our workspaces is to provide a unique environment for those who share our goal of tackling climate change and resource scarcity. We aim to achieve this by only having members who are aligned within our 5 verticals: agritech and food, building technology, future energy, mobility, and circular economy.

These members then belong to an ecosystem of like-minded individuals, and our role as the operational team behind the workspace is to facilitate the development of the community and accelerate the growth of their collective impact on tackling climate change and resource scarcity.

Current activities & achievements

2023-24 saw us almost double the number of startups in our ecosystem, with a focus on promoting equitable access to support for founders from a diverse and unique range of backgrounds.

Sustainable Ventures continue to support entrepreneurs, who are shaping the transition to net zero in a way which brings positive change to global communities, through promoting sustainable economic growth and tackling climate-related inequalities.

Our strategic expansion across the UK demonstrates how regional green economy initiatives can bolster local communities and businesses while delivering positive social and environmental outcomes, ensuring a just and fair transition.

Working towards these strategic aims, our workspaces is a key factor in our ability to expand our ecosystem of climate-aligned businesses. As of 2023/ 24 our key metrics that support the work towards this ambition include:

- **Community and ecosystem Development** - Having 800+ startups in our ecosystem and 5,000 organisations in the wider network, we've successfully hosted 73 annual events focused on wellbeing and networking, attracting over 18,000 annual visitors, creating powerful engagement opportunities.
- **Diversity and Inclusion** - 58% workspace members surveyed identified as having under-represented characteristics.
- **Sustainable Goal Alignment** - 98% companies in our core sustainability verticals, showcasing our ability to produce a successful business model without compromising on our key values and beliefs.
- **Capital Expenditure Sustainability** - Our retrofit achieved a 98.52% waste recycling rate during construction and delivered 1,200 tonnes less carbon compared to typical office fit-outs, demonstrating financial and environmental efficiency. We've implemented 22 innovative climate ecosystem solutions in our workspace development, showcasing our ability to operationalise the technologies we support.

\\ Future Trends

Despite global headwinds, there is significant growth in the net-zero technology industry. According to Knight Frank's Quantifying Technology In Real Estate report, the UK's net-zero economy grew 3 times faster than the broader economy in 2024, and there are 3,669 active clean tech companies

As of Q1 2025, 40% of this sector comprised of seed companies requiring extensive business support.

This growth is expected to continue in line with the Invest 2035 Modern Industrial Strategy, and the UK's commitment to achieve 95% decarbonisation of the national grid by 2030 (54.14% of companies are renewable energy focussed and 18.82% are focussed on energy management and reduction).

Regional growth in areas such as Edinburgh, Bristol, Glasgow and Cornwall are significant clusters in the development of the green economy, and the companies in these clusters are increasingly prioritising workspaces that

can evidence their commitment to sustainability when selecting real estate.

\\ Financial Challenges

The UK climate tech sector is currently navigating a complex financial landscape. Despite its critical role in addressing climate change, the industry has seen a reduction in venture capital investment, mirroring global trends. According to PwC UK's State of Climate Tech Report, total investment in UK climate tech companies declined by 11% in 2024, following a global dip in climate tech funding. This is attributed to growing economic uncertainty, higher interest rates, and a more cautious investor climate.

However, there are positive highlights. The UK continues to rank as one of the top hubs for climate innovation, attracting £6 billion in investments in 2024, the highest in Europe. Government-backed initiatives, such as the UK's Net Zero Innovation Portfolio, provide additional funding streams, although competition for these resources remains fierce.

Startups in the climate tech space also face extended fundraising cycles, with Series A and B rounds now taking an average of 18 months, compared to 11 months in 2020. This delay places additional pressure on operational budgets and highlights the need for flexible working spaces.

\\ Evolution of Sustainable Workspace Demand

The demand for sustainable and flexible workspaces in the UK is undergoing a notable transformation, driven by shifts in working patterns and sustainability priorities. Research from the British Council for Offices (BCO) shows that 78% of UK companies now embrace hybrid working models, with employees spending an average of 2.3 days per week in the office. This has reduced the need for traditional office spaces while increasing demand for flexible, shared environments that foster collaboration and innovation.

The rise of sustainability as a core business focus is also influencing workspace design. A JLL UK Sustainability Trends Report revealed that 87% of UK companies now prioritise sustainability when selecting office spaces, with features such as renewable energy systems and air quality monitoring becoming standard requirements.

For climate tech startups, these trends present both opportunities and challenges. Flexible workspaces like those provided by Sustainable Ventures allow startups to scale efficiently without the capital-intensive burden of owning or managing office buildings. At the same time, there is increasing pressure to meet the growing expectations for net-zero carbon buildings and embed sustainability into operational practices.

Sustainable Ventures' London HQ, with its 98.52% waste recycling rate and 1,200 tonnes of CO2 savings during retrofitting, is a leading example of a workspace that combines functionality with environmental leadership. As the demand for regional hubs grows, our planned expansion into Manchester and beyond will ensure that climate tech entrepreneurs across the UK have access to sustainable, state-of-the-art facilities tailored to their unique needs.

\\ Circular Economy Integration

There's a growing emphasis on circular economy principles in office operations and business models, creating opportunities for waste reduction, resource optimisation, and closed-loop systems.

This aligns with our ecosystem's focus on circular economy as one of our key verticals, and is a principle we have already embedded using our innovative member-solutions across our London space.

\\ Heightened Focus on Wellness and Health

Workplace design is increasingly incorporating health and wellness features, from physical elements such as natural light, biophilic elements and air quality monitoring. To community activities like networking evenings, fitness clubs and social occasions.

\\ Regional Green Economy Development

Climate tech innovation is expanding beyond traditional hubs, creating opportunities for regional economic development. Our expansion into Manchester/North West England reflects our strategy to support this trend and establish regional climate innovation centers, giving local founders and investors the platform to support their climate business solutions.

Opportunities

\\ Ecosystem Leverage and Collaboration

With 800+ startups in our direct ecosystem, we have a unique opportunity to facilitate cross-member collaborations that accelerate climate solutions. We see potential to quantify and showcase the multiplier effect of these collaborations on both climate impact and economic returns.

\\ Showcase for Climate Innovation

Our workspace can serve as a living laboratory for sustainable building practices and climate technologies. By implementing and demonstrating solutions developed by our member companies, we can create a powerful showcase that attracts talent, investors, and corporate partners.

\\ Strategic Partnerships Expansion

We have significant potential to develop deeper partnerships with climate tech investors, corporates, NGOs, and government organisations. These relationships can provide our member companies with access to capital, markets, and policy influence, all being invited to network and collaborate through one of our workspace hubs.

\\ Geographic Expansion

The North of England, in particular, is benefiting from targeted government support through initiatives such as the Net Zero North programme, which aims to accelerate decarbonisation and foster innovation in green technologies. Research by the Institute for Public Policy Research (IPPR) North suggests that a fully developed green economy in the North could create over 46,000 new jobs by 2030, revitalising local economies and providing equitable opportunities for a workforce in transition.

Building on our expansion into Manchester, we see opportunities to establish climate tech hubs in other regional centers, creating a network of innovation spaces that can support the nationwide transition to a green economy, and giving previously under-invested regional areas support to build their local economic structures.

Challenges

\\ Physical and Operational Constraints

Operating within a historic building like County Hall presents physical limitations, including restrictions on infrastructure changes due to its listed status and limited green space.

Additionally, our 8-year lease term impacts long-term infrastructure investment decisions, and we face dependencies on landlord decisions, particularly regarding energy tariffs.

\\ Balancing Growth with Sustainability Standards

As we scale our workspace offerings to meet growing demand, we must maintain our high sustainability standards. This requires careful financial planning and impact assessment to ensure expansion can be scaled whilst ensuring complete environmental performance within our area of control, and we continue to measure our sustainability metrics relative to our operational boundary.

\\ Measuring and Verifying Impact

We face challenges in comprehensively measuring our environmental impact, particularly regarding complete emissions profiles (especially for CapEx and supplier emissions) and waste quantity tracking. We recognise the need for more robust systems to measure and verify sustainability performance across multiple tenants and locations, specifically through the use of primary sources of data.

\\ Supporting Companies Through Economic Uncertainty

Our member companies face challenging economic conditions, requiring us to develop flexible support mechanisms, and increased access to government initiatives and regional support that help them navigate market volatility, capitalise on available opportunities, whilst maintaining their climate impact focus.

\\ Maintaining Community Culture While Expanding

As we grow geographically and in scale, preserving our collaborative community culture presents a significant challenge. We need to develop strategies that allow us to scale our impact while retaining the ecosystem synergies that make our model successful.

Our key focus within the workspace model is to foster inclusive and collaborative networks for all members. Expansion presents new challenges and opportunities to these networks that we must put at the forefront of our business decisions.

Visioning

\\ Operations and Supply Chains

The ethos behind the day-to-day operations at Sustainable Ventures' workspaces is to provide a collaborative environment for leaders in the climate space to work towards our shared goal of combating climate change. The operational function, build, and design of our space is representative of those values, and the positive change our workspace members have gone on to make in the industry, represents the end impact we are setting out to help achieve.

\\ Operations

We envision creating a transformative network of sustainable workspaces that catalyse climate innovation across the UK, and do so through a workspace that upholds stellar environmental standards:

1. Support 1,000+ climate tech startups (from current 800+) across multiple regional hubs, creating powerful economic multiplier effects in previously underinvested areas.
2. Expand our flexible, health-focused workspace solutions to accommodate 1,500+ members (from current 1,250+), with tailored offerings that address the unique operational needs of climate tech companies.
3. Showcasing 30+ member companies' climate technologies (up from 22) within our workspace operations, creating living demonstrations of innovations that reduce operational footprints.
4. Creating inclusive community spaces that promote wellbeing and collaboration, hosting 100+ annual events (from current 73) focused on wellbeing, networking, and climate action.
5. Maintaining our high sustainability standards while scaling operations, with commitments to 99% waste recycling (from current 98.52%), increase carbon savings compared to 1,200 tonnes compared to typical office fit-outs, and aim for 100% renewable energy procurement across all locations by 2030.

\\ Supply Chain

1. Building regional networks of suppliers and partners that support local green economies, with the majority of suppliers sourced within 50 miles of each location.
2. Creating transparent reporting mechanisms for tracking supplier emissions and waste, achieving 80% visibility into our extended supply chain impacts.
3. Embedding circular principles throughout our operations, targeting 90% waste diversion and implementing closed-loop systems for resource management.
4. Ensuring all suppliers can provide tangible social impact metrics in their business model.

\\ One Planet Living Member Workshop

Key to the development of our One Planet Living action plan is the direct feedback from members, through the use of small group workshops, where we can ask for each member's version of excellence across each One Planet Living principle.

In order to tailor our workspace offerings in the best interests of the members, we need to understand from them what aligns best with their needs, how they feel we can best enable them to engage with community offerings, and barriers to allowing them to build the meaningful networks we set out to facilitate.

Within our action planning section later in this document, feedback from the member-led workshop is detailed and integrated in our key action selection.

Assessing

\\ Impact Materiality

Core Operations: As Europe's largest climate tech ecosystem with over 800 startups in our direct network, our day-to-day workspace operations include:

- Managing 40,000 sq ft of sustainably refurbished workspace at County Hall, soon expanding this offering into our regional hub in Manchester.
- Hosting 145+ sustainability-focused companies and 1,256 workspace members - Ensuring that members are at the forefront of operational initiatives with the aim of creating the best offering for their needs.
- Facilitating 73 annual community events attracting 17,940 annual visitors.
- Providing collaborative opportunities and knowledge-sharing platforms.
- Providing event spaces for sustainably-minded organisations to showcase, network and collaborate, across both public and corporate segments of the industry.

Supply Chain: Our procurement and supply chain activities encompass:

- Selection and installation of sustainable materials during workspace retrofits.
- Procurement of catering, office supplies, and operational services.
- Management of waste streams and resource usage.
- Selection of service providers and contractors.

\\ Stakeholder Influence on Materiality

The materiality of sustainability issues in this One Planet Living (OPL) Action Plan is shaped by the diverse priorities and expectations of our key stakeholders, as well as the operational and strategic realities of Sustainable Ventures. By integrating stakeholder feedback,

operational dependencies, and financial obligations, we ensure that the material issues addressed in this plan align with both the broader One Planet Living framework and the specific needs of our ecosystem of climate tech entrepreneurs.

\\ Stakeholder Influence on Materiality

Stakeholder Perspectives: Our stakeholders—comprising workspace members, employees, financiers, suppliers, and landlords—play a central role in shaping material priorities. Their feedback highlights the unique sustainability challenges and opportunities that are most important to our operations and mission.

Workspace Members: Members have emphasised the importance of Zero Carbon Energy, Culture and Community, and Health and Happiness. Key concerns include transparency around utilities management, opportunities for collaboration, and wellbeing initiatives. Member workshops have consistently called for more cross-member collaboration platforms, transparent reporting of energy usage, and an enhanced focus on community-driven initiatives.

Financiers: Financial partners, including Big Issue Invest and Lambeth Council, have identified Equity and Local Economy as a critical focus. Their requirements for detailed impact reporting on diversity, equity, inclusion (DEI), job creation, and local economic growth directly shape the metrics and monitoring systems outlined in this plan.

Suppliers: Suppliers seek long-term partnerships that align with sustainability goals, particularly regarding Materials and Products, Zero Waste, Sustainable Water, and Land and Nature. Their interest in our sustainability framework reflects both practical collaboration opportunities and the potential for innovation.

Energy Tariff availability: As the primary of our scope 2 emissions, and the availability of 100% renewable energy tariffs makes Zero Carbon Energy a high-priority challenge. Collaborative engagement with the tariff

owner and research into the availability of fuel mixes in our locality is critical to achieving the targets outlined in this plan.

\\ Operational Dependencies

Sustainable Ventures operates within the constraints of a historic building (County Hall), an 8-year lease, and limited green space. These limitations influence our ability to fully address certain principles of One Planet Living, such as Land and Nature and Zero Carbon Energy. For example:

- The availability of a renewable energy tariff selection, limits our direct control over carbon reduction strategies.
- The urban context restricts opportunities for large-scale biodiversity initiatives, necessitating innovative solutions such as indoor planters, living walls, and partnerships with conservation organisations.

\\ Member-Led Feedback

Through direct feedback mechanisms like the One Planet Living workshops and member surveys, we've identified material areas that directly support our members' sustainability goals. These include:

- **Culture and Community:** Requests for "Community Ask" boards, hackathons, and structured collaboration sessions to foster knowledge sharing and innovation.
- **Health and Happiness:** Member interest in wellness-oriented activities such as yoga, pilates, and creative social events highlights the need for expanded wellbeing programs.
- **Equity and Local Economy:** Members have expressed a strong desire for accessible workspace features, including wheelchair-friendly layouts and Braille signage, as well as mentoring programs for underrepresented entrepreneurs.



Gap Analysis

Below is a comprehensive table of our current strengths and weaknesses in line with each One Planet Living Principle. Within this table is a combination of our core business values, our reporting requirements from key funders, and the feedback from the member-led workshop.

One Planet Living Principle	Strengths	Weaknesses	Opportunities
Health and Happiness	Community events focussed on member wellbeing, learning and networking opportunities.	Member-driven feedback of types of community events they would most like to see.	Expanding offer of community events.
Equity and Local Economy	Leveraging our space to support initiatives aimed at supporting underrepresented communities.	Understanding DEI needs of our members. Transparency around procurement and supply chain decisions that impact members.	Ensuring members have community opportunities to engage in local initiatives and make purchasing decisions that benefit local communities.
Culture and Community	Community spotlights for members and organising social events that allows for organic networking within the space.	Providing enough ways for members to understand who is in the space and ways they can connect across mutual business-related interests.	Build on the One Planet Living Workshop in tandem with the annual member survey to establish a structured community engagement measurement framework
Land and Nature	Member-built innovative solutions such as the AliveLabs Living Wall and the Mycelium soundproofing within the space.	Lack of flexibility to leverage the urban workspaces for extensive natural innovations.	Identify spaces for community-led natural initiatives, such as indoor planters.
Sustainable Water	Integrating low-flow solutions that have vastly reduced water consumption compared to traditional methods.	Ongoing comparison of our water consumption levels with a benchmark standard.	To more transparently record and communicate our water consumption against benchmark targets.
Local & Sustainable Food	Key supplier consideration when making procurement decisions in the cafe / bar and for events. Integrating dynamic pricing and short-term demand led to ordering to minimise food waste).	Mapping local suppliers and businesses that align with our social values and integrating their products into our cafe / bar.	Understanding the potential partnerships in the Waterloo / Lambeth area that we can use in our procurement selections.
Travel & Transport	EV and cycle-to-work scheme for employees, with safe storage facilities.	Mapping commuting metrics for our members.	Identify commuting patterns for members and educate about carbon impact. Potentially more partnerships with businesses promoting low-carbon commuting options (E-Bikes)

One Planet Living Principle	Strengths	Weaknesses	Opportunities
Materials & Products	Comprehensive LCA of capital expenditure of county hall, integrating low-carbon solutions where possible during the design and build and fit-out, leveraging innovative member solutions.	Lack of primary data information from suppliers regarding their products.	Our procurement decisions are made to prioritise suppliers with sustainably alternative products. The lack of primary data and the use of spend averaging means we are likely overstating our emissions. Enhancing the availability of primary data would allow us to more accurately map our emissions profile.
Zero Waste	Leveraging IRecycle solutions to support their ending homelessness social impact goal, and maintaining 100% no waste to landfill.	Implementing an overall reduction strategy, centred around the shared community areas.	Work with Irecycle to provide educational materials around how to minimise incorrect use of waste streams.
Zero Carbon Energy	Verve energy usage solution, which uses machine learning algorithms to map hotspot energy usage, to optimise performance and transition to a predictive maintenance strategy for energy usage, and we use the data to make our space as energy efficient as possible.	Low bargaining power to change tariffs to a more renewable selection.	Engaging members in the tariff selection for a cohesive and transparent action plan that builds towards 100% renewable energy by 2030.



Health and Happiness

Member led suggestions

01

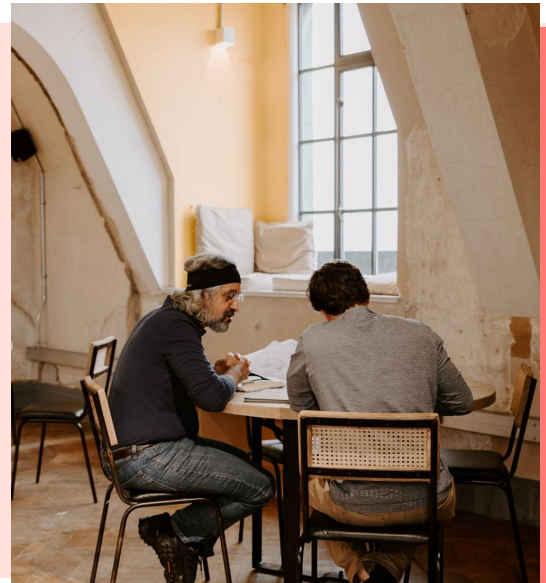
Implement quarterly health and happiness surveys for employees and members, focussing on how the offerings in the space affect the responses.

02

Develop community engagement metrics to track impact of events and workshops, through attendance and feedback forms.

03

Enhance air quality monitoring and reporting across all workspaces (Monitoring air quality solutions and identify opportunity spots throughout the office to improve this.



// Indicators

- Participation in wellbeing initiatives
- Air quality readings around the workspace

// Target

- Achieve 25% response rate in first community-event engagement surveys through the annual 2024/2025 surveys.
- Complete air quality monitoring by Q4 2025, with aim to maintain air quality with WHO guidelines year-round

// Impact to-date

- 73 community events that offer physical and mental wellbeing outlets:
- Yoga / Pilates / Run club who track pollution of your route with a Strava integration.
- Member breakfasts, discounted drinks evenings, holiday-themed parties.



Equity and local Economy



Member led suggestions

01

Ensure the workspace has solutions for members with additional accessibility requirements.

02

Establish mentor networks for underrepresented entrepreneurs.

03

Create procurement policies favoring local and diverse suppliers, including establishing close working relationships with suppliers and local businesses that align with our impact values.

\\ Indicators

- Relevant DEI metrics;
- local job creation.
- Contributory economic growth.

\\ Target

- Maintain key stakeholder impact data collection (DEI and Economic)
- Provide 10 local charities / not-for-profits with workspace / event space per year pro-bono through 2025/26.
- Maintain impact data collection on diversity and inclusion metrics.
- Provide quarterly activities to engage local education structures (Wait / specialist education consultant), aim to have one a quarter through

\\ Impact to-date

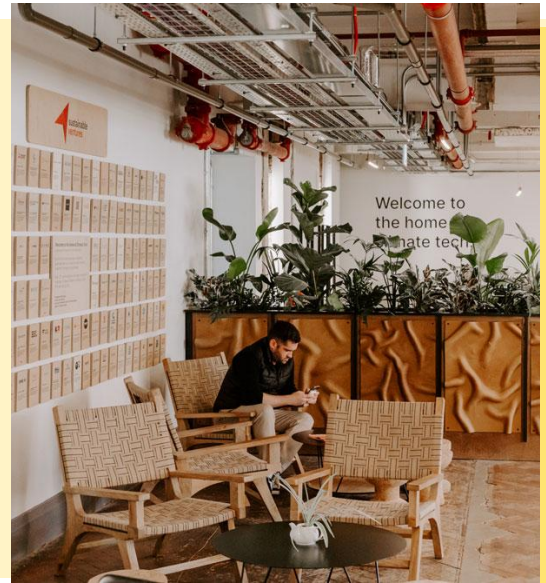
- Community-based events that promote inclusivity and opportunity in the local community and economy.
- Kundakala Clothes repair workshop with proceeds going back into underrepresented communities, youth access into the industry held for free, Irecycle (Waste supplier) - 45% of their operations team have been employed via homeless charities.
- Significant engagement with Lambeth Council (programmes supporting local businesses with sustainability, funding from their future workspace fund), the Greater London Authority (programmes etc.).
- Living wage accredited employer.



Culture and community

Member led suggestions

- 01 Develop structured community engagement sessions across the site, specifically aimed at "problem and solution" sessions.
- 02 Establish regular stakeholder feedback mechanisms about additional ways they feel they could utilise the ecosystem.
- 03 Document and share community impact stories.
- 04 Raise the opportunity of community lobbying groups with SV internal management.
- 05 Consider more after-work social opportunities (Board games nights).



\\ Indicators

- Number of community events.
- Cross-member collaborations.
- Participation rates.

\\ Target

- Host 250+ hours worth of community events by Q4 2024/2025.
- Aim to include at least 50%+ of new community offerings suggested by members in the 2025 / 2026 community plan.
- Start a 'community ask' forum whereby members can advertise a business problem, and invite solutions and collaboration from other members, through organised 'hackathon' events and member-led collaboration.
- Establish regular stakeholder feedback mechanisms about additional ways they feel they could utilise the ecosystem (Building on the success of the first OPL Workshop).

\\ Impact to-date

- 17,940 visitors in 2023/24.
- Member collaboration stories - working across common projects (DAME, Batchworks) or starting new enterprises (Construction Carbon).



Travel and transport



Member led suggestions

01

Ensure remote working policies include sustainability education.

02

Promote more collaborations around low-carbon commuting options

03

Follow-up on a working group for travel and transport solutions.

\\ Indicators

- Commuting mode share.
- Low-carbon business travel percentage.

\\ Target

- TFL cycle share scheme passes for members most in need of affordable travel solutions
- 10% year-on-year reduction on travel-related emissions.
- Working group around travel choices into the office - suggested by member that attended OPL workshop - End of 2024/2025.

\\ Impact to-date

- Ensure remote working policies include sustainability education.
- Promote more collaborations around low-carbon commuting options
- Follow-up on a working group for travel and transport solutions.



Land and nature

Member led suggestions

- 01 Conduct biodiversity impact assessments for all sites.
- 02 Implement nature-positive initiatives within space constraints.
- 03 Partner with conservation organisations to advertise opportunities for our members to get involved.
- 04 Organise workshops with experts around produce sources, preparation with a focus on financial sustainability in a cost of living context.



\\ Indicators

- Indoor plant variety.
- member engagement with community-green growing initiatives.

\\ Target

- Maximise indoor plant use and living climate-tech applications.
- Create an indoor planter network for community by end of 2024/25.
- Establish partnerships with aligned-charities and advertise volunteering opportunities to members by end Q1 2025/26.
- Aim to have 20 volunteers attend a green volunteering day throughout 2025/2026.

\\ Impact to-date

- London County Hall location (urban setting)
- Integrated greenery where possible within our spaces, as well as innovative solutions such as the AliveLabs Living Wall and the Mycelium sound-proofing.
- Community Events - seed-saving workshop.



Local and sustainable food



Member led suggestions

- 01 Establish sustainable food procurement policies for events and catering.
- 02 Create partnerships with local sustainable food suppliers who would be interested in coming into the space.
- 03 Explore options for community events, involving cooking demonstrations, potlucks, and gardening activities.
- 04 Implement food waste reduction initiatives.

\\ Indicators

- Percentage of organic/sustainable food.
- Food waste metrics.
- Local supplier percentage.

\\ Target

- Source 100% of food sustainably by Q4 2025, certified through primary data from suppliers.
- Decrease food waste by 50% by Q2 2026, and collect the percentage consumption of food sold in cafe / bar - meat and dairy, organic certified and nationally sourced.

\\ Impact to-date

- The main catering business for events is Planted, both local and sustainably focused.
- Community events - Eating Green
- Food waste limitation strategies in place (short-term demand led ordering, dynamic pricing for short shelf-life & waste).



Sustainable water

Member led suggestions

01

Establish water consumption baseline and reduction targets.

02

Benchmark our water consumption and treatment metrics against other workspaces.

03

Employ experts in our ability to reduce / innovate further given the structural protections of CH5.



// Indicators

- Total water consumption.
- Water recycling rates.

// Target

- Conduct a current consumption vs 30% below average water consumption in similar operations; set a reduction target to meet that 30% target by Q1 2025/2026.
- Implement water monitoring in 100% of facilities by Q1 2025 / 2026
- Successfully reduce our water consumption levels in periods of high water stress in London.

// Impact to-date

- Saniflo Solutions for reduced water waste.
- Propelair application in toilets (80% less water as compared to traditional methods).



Materials and products



Member led suggestions

01

Develop comprehensive sustainable procurement policies, working with key suppliers and builders throughout this process.

02

Increase use of sustainable materials in workspace design and operations.

03

Support ecosystem companies by implementation of products in our workspaces, focused on circular economy solutions.

\\ Indicators

- Sustainable sourcing (%) of total procurement.
- circular economy metrics
 - Direct emissions comparison of circular economy solutions as compared to market average.
- Embodied carbon assessments of CapEx.

\\ Target

- Maintain sustainable procurement decisions across all workspaces - incorporate primary data requirements for key suppliers by end of 2024/2025.
- Complete full embodied carbon assessments alongside all capex development projects.

\\ Impact to-date

- Sustainable materials and products.
- 22 innovative climate ecosystem solutions applied throughout the development of our workspace.
- 1,200 tonnes less carbon relative to a typical office fit-out.



Zero waste

Member led suggestions

01

Maintain high waste recycling rates across all operations.

02

Implement comprehensive waste reduction strategies, specifically general waste that is dealt with through combustion streams.

03

Educate stakeholders on waste prevention and separation.



// Indicators

- Waste diversion rate.
- Recycling rates.
- Waste reduction per capita.

// Target

- Maintain 98.5%+ waste recycling during operations.
- Build on partnerships to offer discounted offers for circularity products (Klyk for IT equipment, Clothes swap scheme) by end of 2024/2025.
- Establish monthly workshops to support members and underrepresented communities that promote circular economy principles (e.g Kunakala).
- Increase diversity of waste streams in the workspace (batteries, paper).

// Impact to-date

- Irecycle (Waste supplier) - 45% of their operations team have been employed via homeless charities.
- Food waste: Anaerobic Digestion & fertiliser for farms across Essex.
- General Waste: Incineration
- Mixed Recycling: Standard Open Loop Recycling



Zero carbon energy



Member led suggestions

- 01 Complete comprehensive emissions profiling across Scopes 1, 2, and 3.
- 02 Implement energy efficiency measures in all workspaces.
- 03 Work with landlords to transition to renewable energy tariffs.

// Indicators

- Energy consumption (kWh).
- % renewable energy.
- Carbon intensity of operations (Relative to operational size).

// Target

- Achieve 100% renewable energy sourcing by 2030.
- Identify hotspots of energy usage using Verve, and establish initiatives to reduce consumption without compromising user experience in these priority areas.

// Impact to-date

- Verve - machine learning algorithms allow you to report on energy usage, optimise performance and transition to a predictive maintenance strategy.
- Energy efficient lighting used throughout, with auto-turn off.
- Centralised temperature control with auto-turn off in meeting rooms.

\\ Monitoring

Robust monitoring procedures are essential for the successful implementation of Sustainable Ventures' One Planet Living Action Plan, enabling us to track progress, optimise resource allocation, and demonstrate our commitment to creating Europe's largest ecosystem of climate tech contributors.

Our governance structure employs a Theory of Change methodology that links activities to measurable outputs and outcomes. With no formal internal impact governance reporting structure outside of the annual impact report we produce, I am proposing quarterly assessment meetings with stakeholders, and annual comprehensive One Planet Living reports shared with our investment partners and the wider community.

Continuous improvement and stakeholder engagement are cornerstones of our approach. By integrating feedback from workspace members, we aim to create dynamic feedback loops that allow us to refine initiatives, allocate resources efficiently, and maximise impact outcomes. This adaptive management approach ensures we maintain our leadership in demonstrating commercially viable sustainability.

\\ Data Utilisation Strategy

We will leverage our monitoring data through three key processes:

1. **Quarterly Performance Reviews:** An impact team across central impact and operational staff will jointly analyse performance against targets. These reviews will focus on identifying efficiency improvements, enabling us to reallocate resources to high-impact areas.
2. **Gap Analysis Protocol:** We will conduct systematic assessments of performance gaps, implementing root cause analysis to develop targeted interventions. This approach ensures cost-effective allocation of resources to address the most material sustainability challenges.
3. **Action Plan Refinement:** Data-driven insights will inform annual updates to our Action Plan, ensuring our sustainability strategy remains financially viable and

aligned with stakeholder expectations.

\\ Feedback Mechanisms

We will implement structured feedback mechanisms:

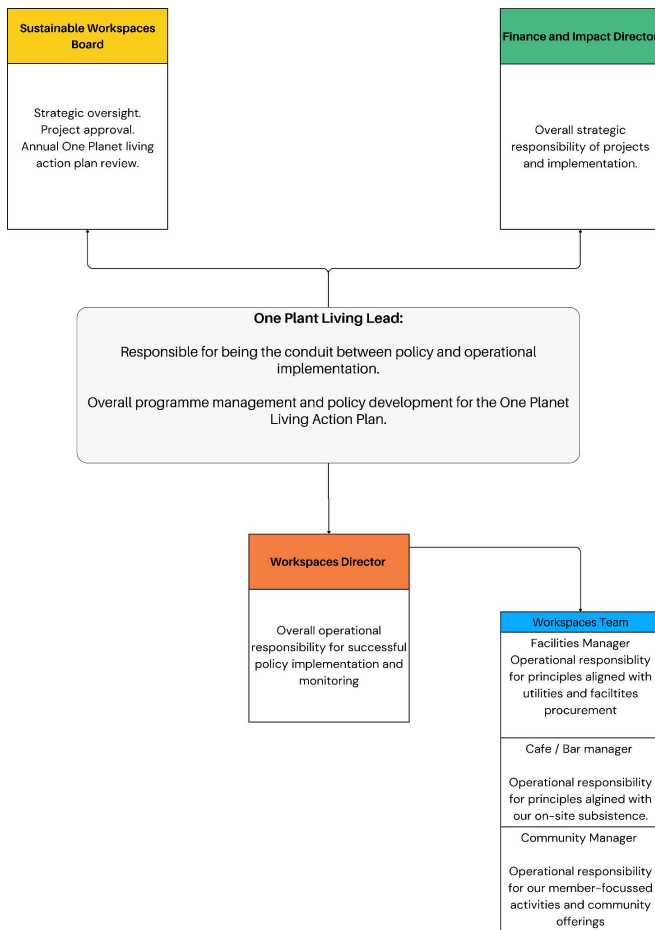
Quarterly Stakeholder Workshops: Following our success with the member-led One Planet Living workshop, we'll conduct similar quarterly facilitated discussions with members to gather qualitative insights and co-create solutions to emerging challenges. These sessions will include representatives from workspace members and workspace employees.

Annual Impact Report: We will conduct an annual impact report bringing together our progress for distribution publicly and to the ecosystem. This report will strengthen ecosystem relationships and increase transparency on our One Planet Living targets and achievements.

\\ Governance Structure

Below we have set out the governance structure key to the One Planet Living action plan design and implementation. Within the structure, we have defined key roles and responsibilities, separating approval mechanisms and overall project delivery. Within the structure we have the following stakeholders:

1. **One Planet Living Lead:** Overall programme management, responsible for successful implementation and communication to the board.
2. **Sustainable Workspaces board:** Responsible for project review and annual One Planet Living Plan review.
3. **Finance and Impact Director:** Strategic oversight of programme and direct line of reporting for the One Planet Living Lead.
4. **Workspace Director:** Overall responsibility for operational implementation, and monitoring progress of key workspace team leads.
5. **Workspace Team:** Various members of the workspace team who have operational oversight of the various functions that are involved in One Planet Living principles.



\\ Integrated Data Approach

To achieve a holistic view of our performance, we will integrate both qualitative and quantitative data:

1. **Quantitative Metrics:** Building on our existing monitoring systems (Verve energy monitoring, iRecycle waste tracking, air quality monitoring), we will expand our quantitative data collection to cover all ten principles with consistent KPIs as outlined in the supporting OPL KPI document.
2. **Qualitative Insights:** We'll capture success stories, testimonials, and case studies that illustrate the human impact of our initiatives. These narratives will complement our quantitative reporting, creating a comprehensive picture of our impact.
3. **Visual Reporting Tools:** Implementing workspace emission reports using Compare your Footprint to give members dashboards that will enable month-on-month tracking of key metrics, making data accessible to stakeholders and supporting informed decision-making across the organisation.

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\\ Implementation Roadmap

To effectively operationalise our monitoring framework, we propose the following implementation timeline:

Phase 1 (Q3 - Q4 2024 / 2025)

Foundation Building

- Appoint a dedicated "One Planet Integrator" role.
- Implement baseline data collection for all principles (Emissions reporting 2024 /25).
- Develop comprehensive emissions reporting for monthly scope 1 and scope 2 disclosure to members.

Phase 2 (Q4 2025 - Q1 2026)

One Planet Living Action Plan Implementation for Leadership Positioning

- Record and achieve all 2024/25 FY time-bound targets.
- Full implementation of member feedback mechanisms in order to capture metrics for community-benefit targets for 2025/2026 targets.
- Full emissions profile across scope 1, scope 2 and scope 3.
- Engagement underway with landlords around tariff choices.

Phase 3 (Q2 2026 onwards)

Advanced Target-Setting

- Have a clear sustainability strategy across all three scopes of emissions, that aligns with the most ambitious SBTi target-setting guidance.
- Full implementation of the first iteration of the One Planet Living action plan.

\\ Data quality

We recognise that this is the first iteration of the One Planet Living action plan, and is submitted with an incomplete emissions data profile for current year emissions. We are undergoing work with Bioregional, and using Compare Your Footprint, we are retrospectively adding emissions data from our baseline year of FY 22/23 against current year FY 24/25 emissions.

Scope 1 and Scope 2 emissions have been tracked month on month through our utility provider, however a larger body of work needs to be undertaken to capture primary data where possible, and secondary data where necessary, across the various categories of scope 3 emissions.

As an SME by the SBTi standard, we are only required to set scope 1 and scope 2 near-term targets for our business. However as an aspiring One Planet Living Global Leader, we are committed to completing a full emissions profile and setting targets in line with the full SBTi corporate standard. Our emissions profile for 24/25 will include business as usual emissions (operational) and a capital expenditure emissions profile. We aim to have two distinct sets of emissions in our reports, as it allows us to compare capital expenditure projects against our 22/23 baseline, and set distinct targets adhering to best practice. Our target is to have a full profile of emissions by the end of 2024/25, including all capital expenditure to-date, and will align with publication of our One Planet Living action plan.

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