WWF-UK SUSTAINABILITY REPORT

JULY 2024 – JUNE 2025

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ABOUT THIS REPORT

We're WWF, the global environmental charity, and we're bringing our world back to life. With nature in freefall, we're urgently tackling the underlying causes that are driving the decline – especially the food system and climate change. And we're finding solutions so future generations have a world with thriving habitats and wildlife.

We recognise the importance of 'walking the talk'. Our responsibility doesn't end with influencing others to build a better future for people and wildlife – we must also play our part, reducing our own impacts as well as inspiring others to do the same.

Although preserving the natural world is fundamental to the work we do, the environment is just one of the three pillars of sustainability. To act sustainably, we must consider social and economic factors as well as environmental ones (the three pillars of sustainability).

This report covers our financial year from 1 July 2024 to 30 June 2025 (FY25). It's divided into three sections, which cover the environmental, social and economic factors and the efforts we're making as an organisation to address them. A copy of our environmental goals and the measures we have in place to achieve these can be found on our website at: wwf.org.uk/walkingthetalk

PERFORMANCE AGAINST OUR TARGETS

OUR PROGRESS			
AREA	**TARGET**	**PERFORMANCE THIS YEAR**	**LABEL**
Business travel – air	Reduce our air travel emissions by 46.2% by FY30, using 309 tonnes CO_2e as the baseline (FY19)	155.8 tonnes CO_2e	Ahead of emissions trajectory ✓
Business travel – road and rail	Reduce our road and rail emissions by 46.2% by FY30, using 56 tonnes CO_2e as the baseline (FY19)	22.8 tonnes CO_2e	Ahead of emissions trajectory ✓
Energy	Reduce our emissions from energy by 46.2% by 2030 using 171 tonnes CO_2e as the baseline (FY19)	95 tonnes CO_2e	Ahead of emissions trajectory ✓
	Consume ≤160kWh/m^2 of energy in the Living Planet Centre	137kWh/m^2	Target met ✓
Food waste	Produce ≤17kg of food waste per person per year	10.4kg of food waste per person	Target met ✓
Paper	Use 100% recycled or FSC-certified material for all paper and timber	100%* of paper and wood was 100% recycled or FSC-certified	Target met ✓
	Reduce our paper and print emissions by 46.2% by FY30 using 121 tonnes CO_2e as the baseline (FY19)	115 tonnes CO_2e (24 tonnes CO_2e behind trajectory target)	Behind emissions trajectory ✗
Plastic	Eradicate all avoidable single-use plastic in our products, operations and supply chain	0 avoidable single-use plastic used	Target met ✓
Print	Use ≤0.5 sheets of paper per employee per working day	0.4 sheets per person per day	Target met ✓
Waste	Recycle at least 84% of our waste per year	87% of waste recycled	Target met ✓
Water	Use ≤400 litres of water per m^2 per year	230 litres per m^2	Target met ✓

*99.99% of paper and wood was compliant with this target – see 'Paper and Print' section for more information

ENVIRONMENTAL PERFORMANCE

OUR OFFICES

We have four offices in the UK. The table below shows the environmental impacts we're able to measure and report for each one. The majority of our operations are based at our head office, the Living Planet Centre in Woking, Surrey, which is the main office space for more than 90% of our staff. It's the main focus of our report in relation to building impacts.

Our Welsh and Scottish offices are flexible workspaces where we're unable to record our environmental impacts. We've applied estimated figures for energy use, based on the size and occupancy of these office locations.

	PROPERTY AREA (M^2)	ELECTRICITY	GAS	WATER	WASTE	BUSINESS TRAVEL	PAPER AND TIMBER PURCHASES
Living Planet Centre, Surrey	3,675	✓*	No gas supply to the building	✓	✓	✓	✓
CodeBase, Edinburgh	94	✓**	Tenant within offices where we're currently unable to measure our individual use		✓***	✓	✓
Clockwise, Cardiff	30	✓**				✓	✓
Somerset House, London	122	✓**				✓	✓

* At the Living Planet Centre, solar panels on the roof generate our electricity. In our reporting we assume this electricity doesn't generate CO_2 emissions.
** We've used estimated figures for electricity consumption in these offices.
*** In Scotland, we can monitor our waste output by weighing individual bins.

CO_2e emissions (tonnes CO_2e)	FY25	FY24	FY23	FY22	FY21
Scope 1: Direct CO_2e emissions					
Direct emissions from burning fuels for energy	0	0	0	0	0
Total Scope 1:	**0**	**0**	**0**	**0**	**0**
Scope 2: Indirect CO_2e emissions					
Indirect emissions from office electricity	95	119	119	112	121
Total Scope 2:	**95**	**119**	**119**	**112**	**121**
Scope 3: Other indirect CO_2e emissions					
Business travel	179	329	256	59	2
Commuting	64	86	-	-	-
(Since FY25) Digital	2	-	-	-	-
Courier deliveries	2	2	3	5	4
Food and drink	21	25	22	13	6
Hotel stays	21	25	18	6	1
Paper, timber and print	115	179	94	99	127
Plastic	0.02	0.02	0.02	0.02	0.02
Purchased goods	30.2	29	37	84	118
Waste disposal	0.03	0.1	0.2	0.1	0.1
Water consumption and disposal	0.2	0.1	0.2	0.1	0.0
Working from home	113	108	143	145	145
Total Scope 3:	**547**	**783**	**574****	**411**	**403**
Total CO_2e emissions	**642**	**902***	**693**	**524****	**524**
Carbon intensity (per employee)	1.43	2.06*	1.44	1.21	1.31

*Increase in emissions is due to including the footprint from commuting in the total. Carbon intensity (per employee) without commuting for FY24 would be 1.87.
**Totals may appear incorrect due to rounding

CARBON EMISSIONS

We've reduced our carbon footprint this year, despite adding a further source of emissions – our digital footprint. In 2025, the UK government undertook a full revision of its greenhouse gas emissions factors. This has resulted in a reduction in emissions values for many sources, and a rise in emissions for others. Despite this, we continue to work to reduce our greenhouse gas emissions.

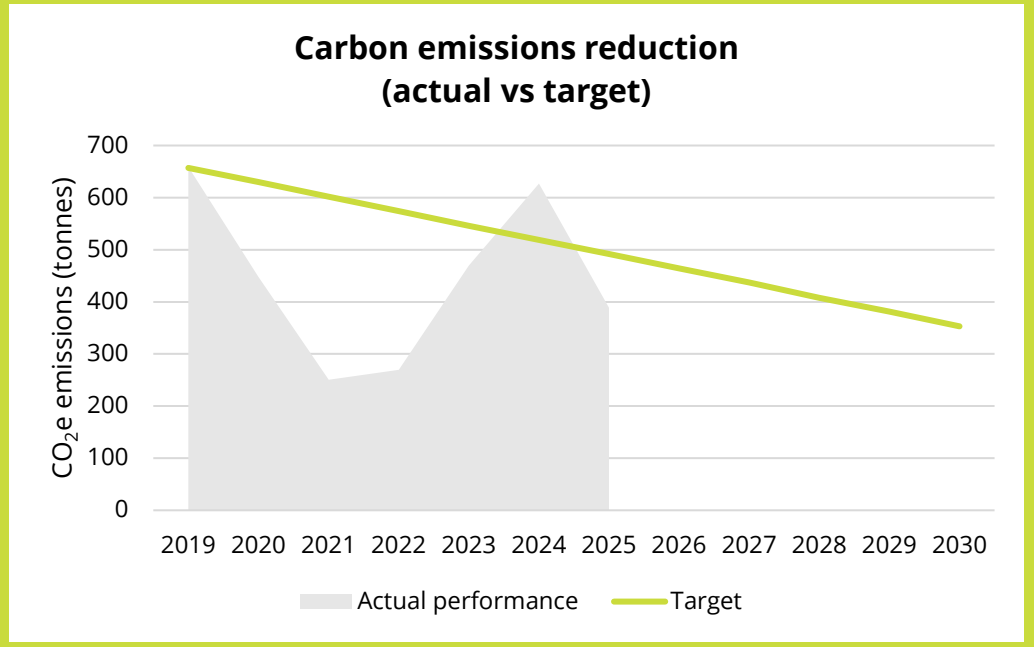
CO_2 equivalent (CO_2e) emissions are a way of accounting for the impact of different greenhouse gases, expressed as the amount of CO_2 that would produce the equivalent amount of warming. Emissions are categorised as Scope 1, 2 or 3 as defined by the Greenhouse Gas Protocol. We calculate these emissions by applying the UK government's carbon conversion factors. All CO_2 figures referenced in this report are CO_2e figures.

EMISSIONS REDUCTION

We have a science-based emissions reduction target that is aligned with limiting global warming to 1.5°C above pre-industrial levels. We set this target in 2019. It covers our largest (and manageable) sources of emissions: business travel, energy consumption and emissions from paper, timber and printing.

Our current target is to reduce these emissions by 46.2% by FY30, using FY19 as a baseline. In FY25, we reduced our emissions from these sources to bring us back in line to achieve our target.

We are now exploring options to expand our emissions reduction target to cover all scopes of emissions (1, 2 and 3) and to extend it to 2050. We expect to publish a net zero target and plan in FY26. We will report against this in our Sustainability Report for FY26.

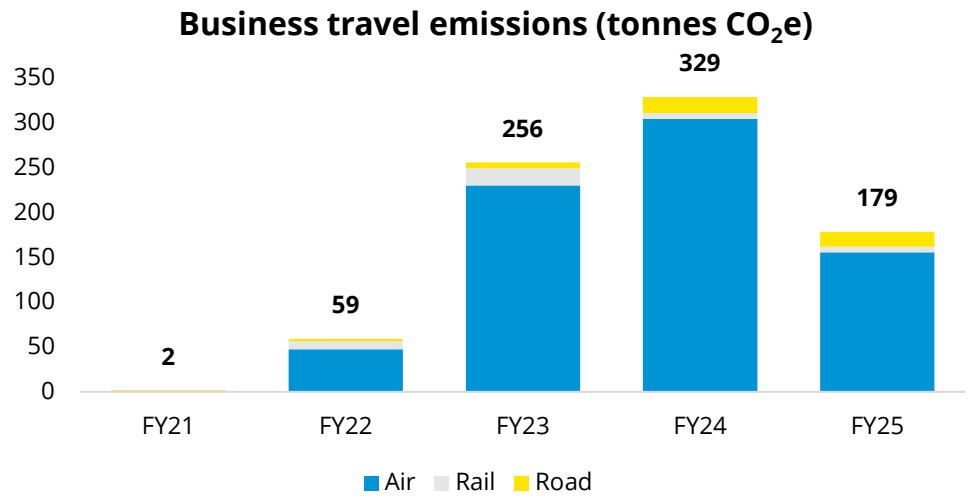


BUSINESS TRAVEL

Our business travel emissions fell by 46% this year

Air travel accounted for the largest portion of this reduction, but we also took fewer road and rail journeys. This contributed to a 150-tonne reduction in CO_2e emissions in 2025.

The UK greenhouse gas emissions factor revision has contributed to a reduction in business travel emissions for all our modes of transport.

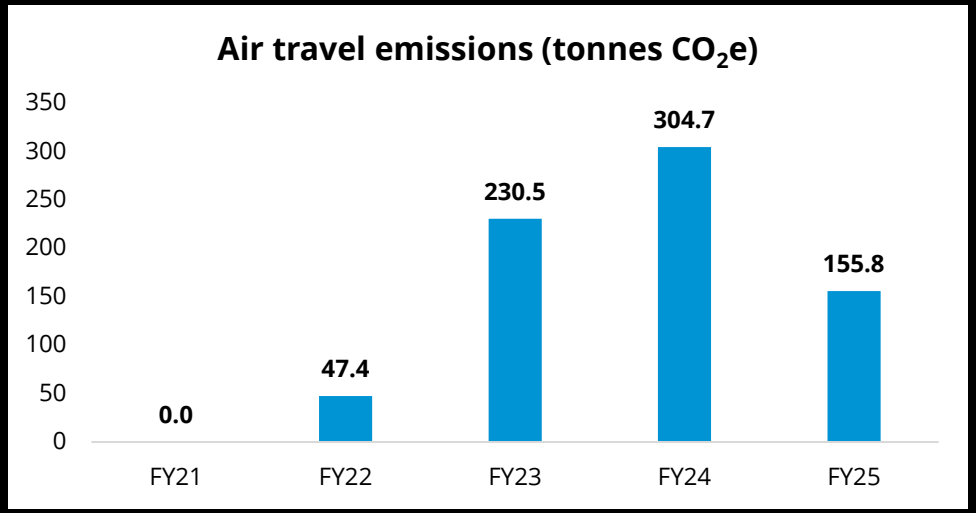


AIR TRAVEL

Our air travel emissions fell by 49% this year

This reduction in air travel emissions was largely attributable to the emissions factor revision, which updated air travel emissions with post-Covid data. This has reduced the carbon emissions footprint per kilometre of passenger air travel by an average of 29%.

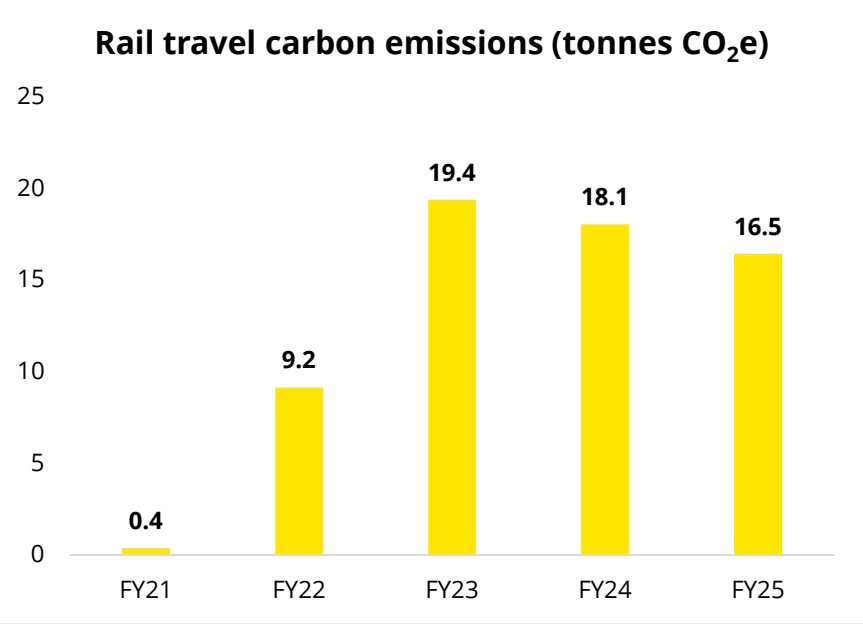
Additionally, we took 34 fewer flights in FY25, travelling 131,000 fewer air miles. This enabled us to meet our internal travel budget of 231 tonnes CO_2e.



RAIL TRAVEL

We reduced our rail travel emissions by 2 tonnes CO_2e this year

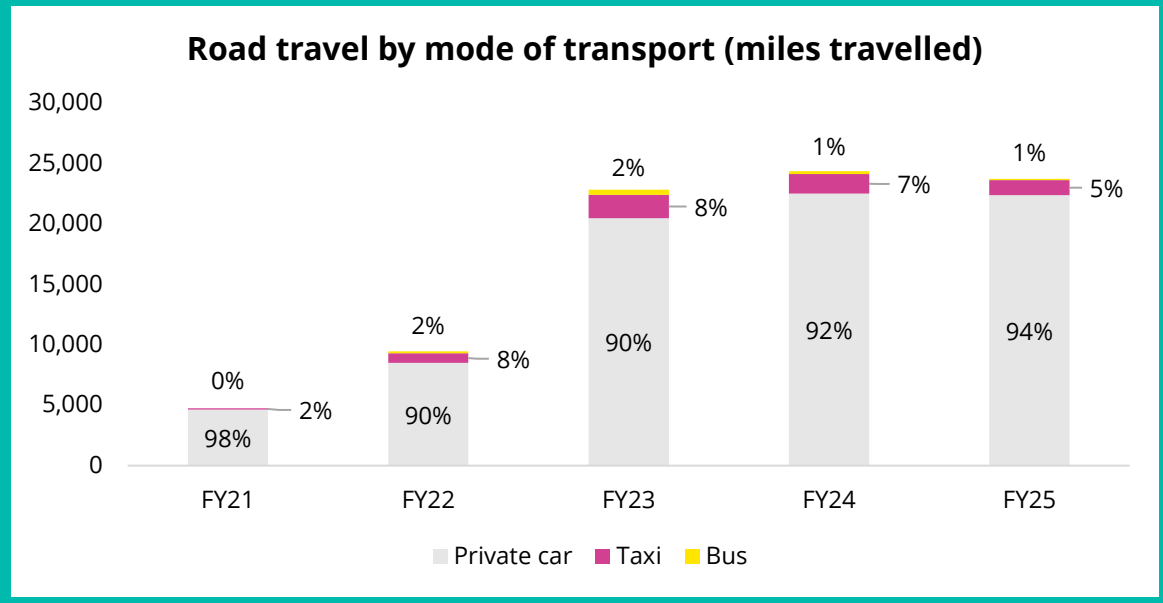
Overall, our rail travel reduced in FY25. We travelled 41,000 fewer miles by train, and unlike air and road travel, the emissions factors for rail travel did not change this year.



ROAD TRAVEL

Emissions from road travel fell by 300kg CO_2e this year

Our road travel emissions totalled 6.3 tonnes CO_2e in FY25, and private car journeys remain the largest contributor (94%). Our work sometimes takes place in locations that are challenging to reach by public transport, and it often requires us to transport equipment for filming or fundraising. Where possible, we hire minibuses to group staff travel together and reduce individual car journeys.

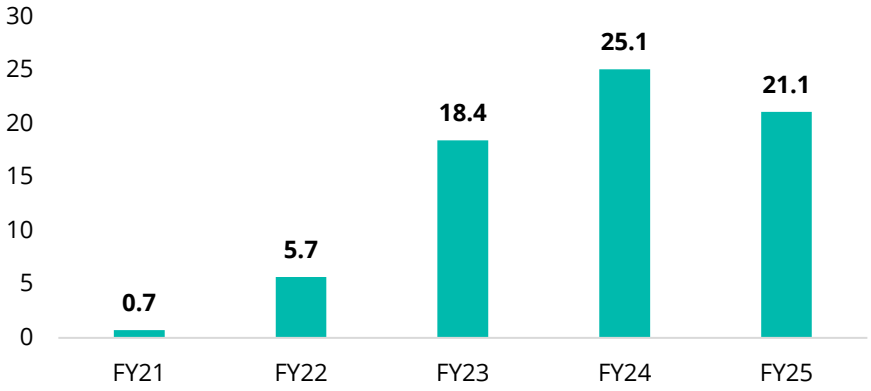


HOTEL STAYS

Our emissions from hotel stays fell by 16% this year

We reduced our business travel in FY25, resulting in 41 fewer nights spent in hotels around the world. Our staff also visited fewer countries with high hotel emissions footprints. For example, in FY24 the UN COP28 climate summit was held in the United Arab Emirates, which has a carbon footprint of 63.8kg CO_2e per night, compared with 14.5kg CO_2e in Azerbaijan, where COP29 was held in FY25.

Emissions from hotel stays (tonnes CO_2e)



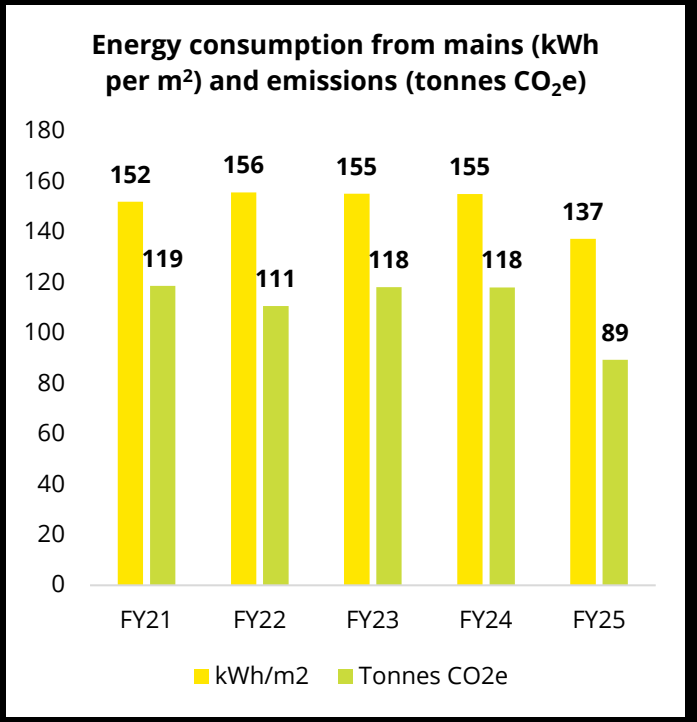
ENERGY

The Living Planet Centre, Surrey

We cut emissions from energy consumption in our headquarters by 20% this year, consuming 65,000kWh (kilowatt hours) less mains electricity.

Our ICT team continued to migrate data to the cloud, which reduced energy consumption from our server room to a new low of 49,650kWh per year.

In October, we changed to a new facilities management company. During the onboarding process, they reset our temperature controls to their original settings. This substantially reduced our energy consumption, with the building being cooled far less in summer. However, we received feedback that the building was too warm. We continue to work with the new supplier to achieve an optimum balance between performance, comfort and sustainability.



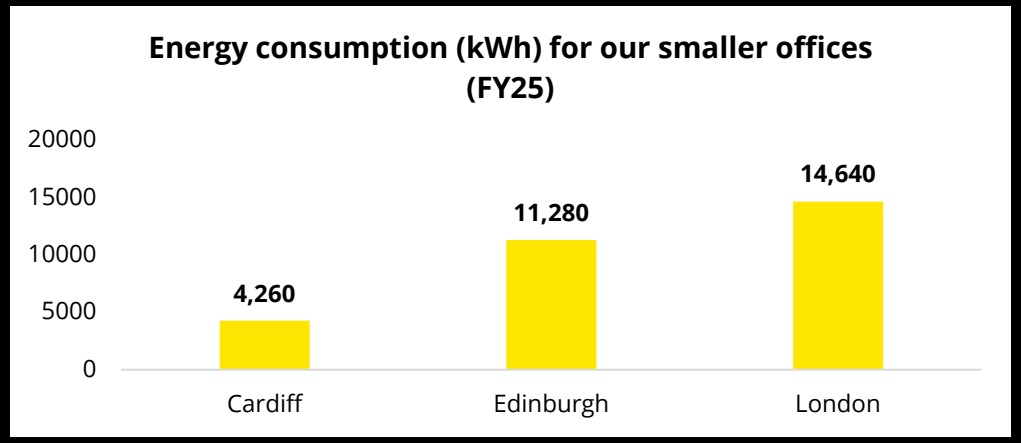
ENERGY

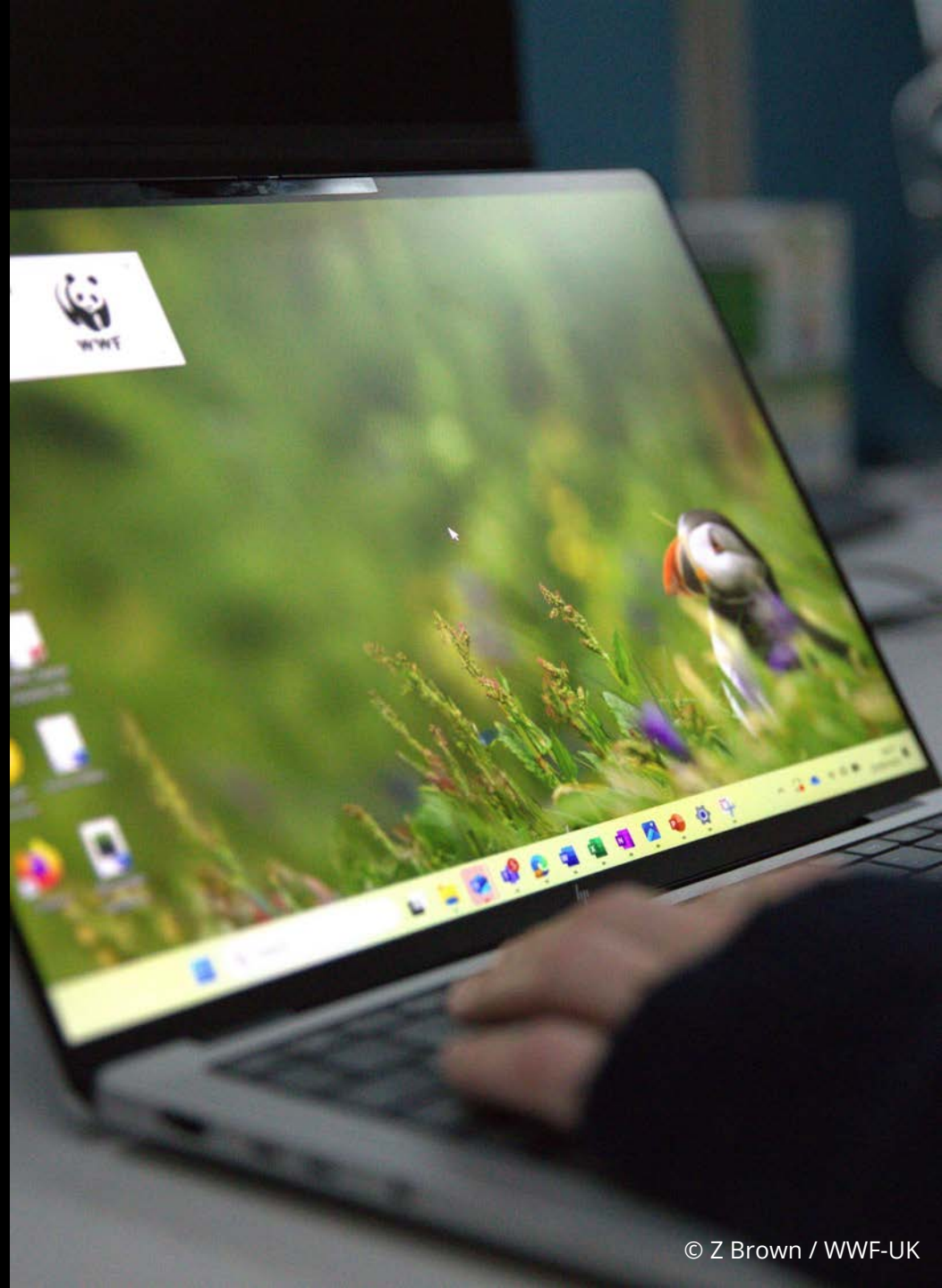
Cardiff, Edinburgh and London

We are unable to record accurate energy consumption in our smaller offices in Cardiff, Edinburgh and London as we now share flexible workspace where energy is not sub-metered.

To capture the environmental footprint from these offices, we have estimated energy consumption using the size of the office, its occupancy, and data from the Better Building Partnership best practice benchmarks for offices. Using this data, we are able to calculate the carbon footprint from estimated energy consumption.

Cardiff is the smallest office so, despite having air conditioning, it has the smallest footprint.

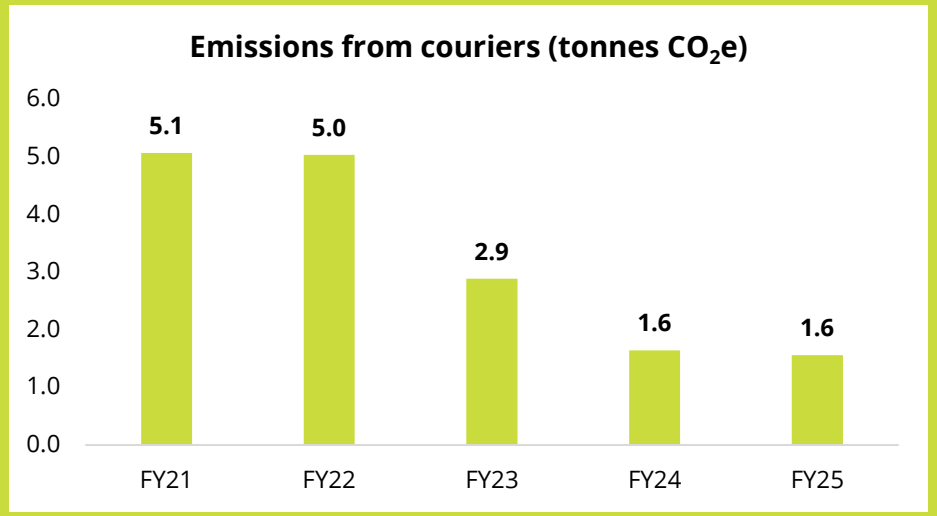




COURIERS

Our emissions from courier use remained the same this year

Courier emissions totalled 1.6 tonnes CO_2e in FY25. Same-day deliveries reduced significantly, by 987 miles. However, overnight deliveries increased, primarily due to two international deliveries. These accounted for 41% of the total overnight delivery footprint and were the result of a communication error due to unexpected staff absence.



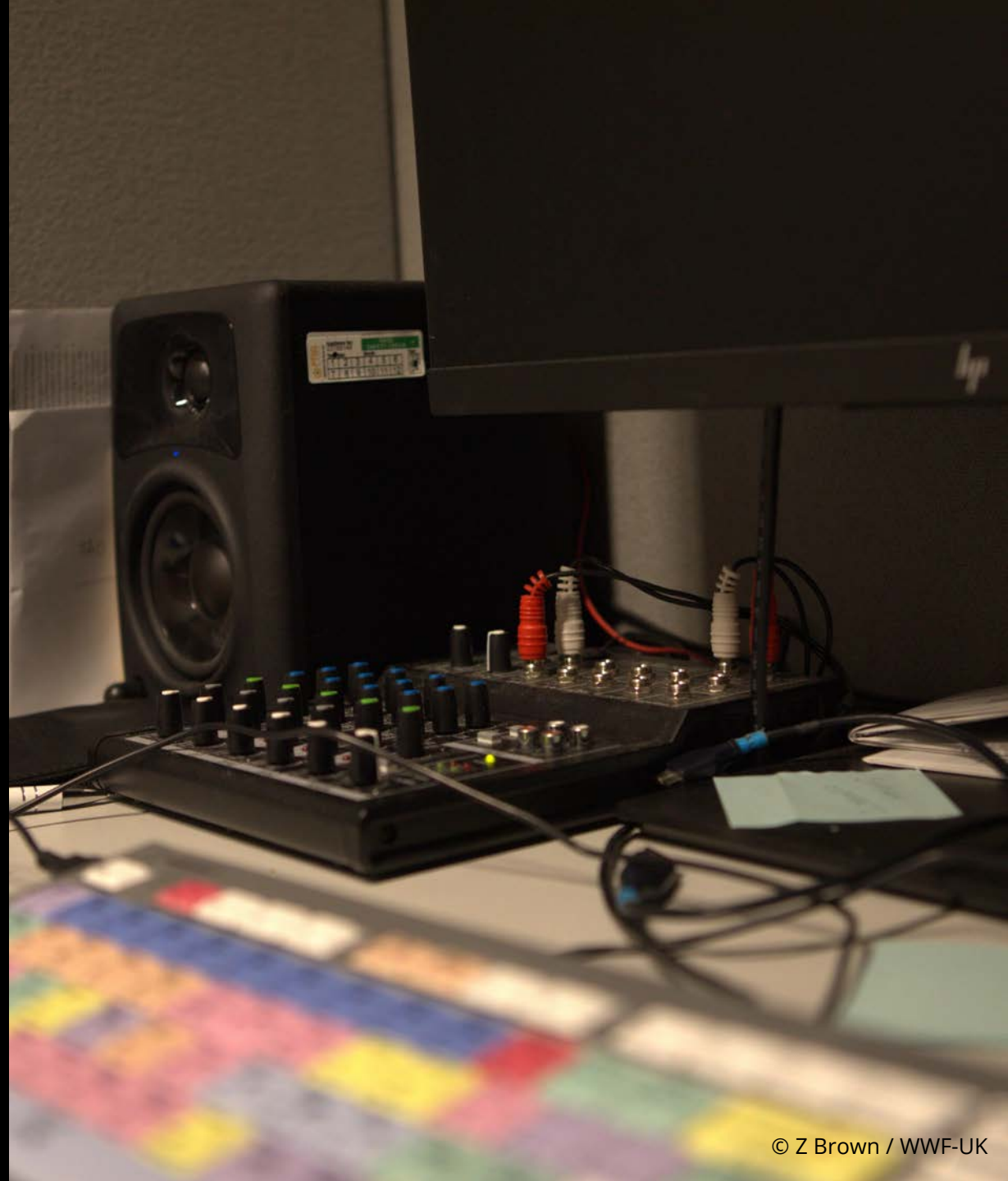
DIGITAL

Our emissions from email marketing and cloud storage totalled 2.1 tonnes CO_2e in FY25

We can now report our digital footprint, using cloud storage emissions data from Microsoft, Amazon Web Services and Google Cloud, and an email marketing footprint calculator developed by EcoSend. This excludes some sources of digital emissions, but it gives us a starting point for reporting.

We reduce physical resource consumption, such as paper used for printed communications, by using digital options where possible. For example, we encourage our supporters to choose paperless communication to stay up to date with our work. However, digital options also carry an emissions footprint and it's important to report this and work to improve it.

We conducted a Digital Cleanup Month in August. We educated staff about the risks associated with carbon footprint, data protection and IT security when storing unnecessary data. We encouraged staff to clean up their files. We received great engagement in this initiative and will repeat it in coming years.

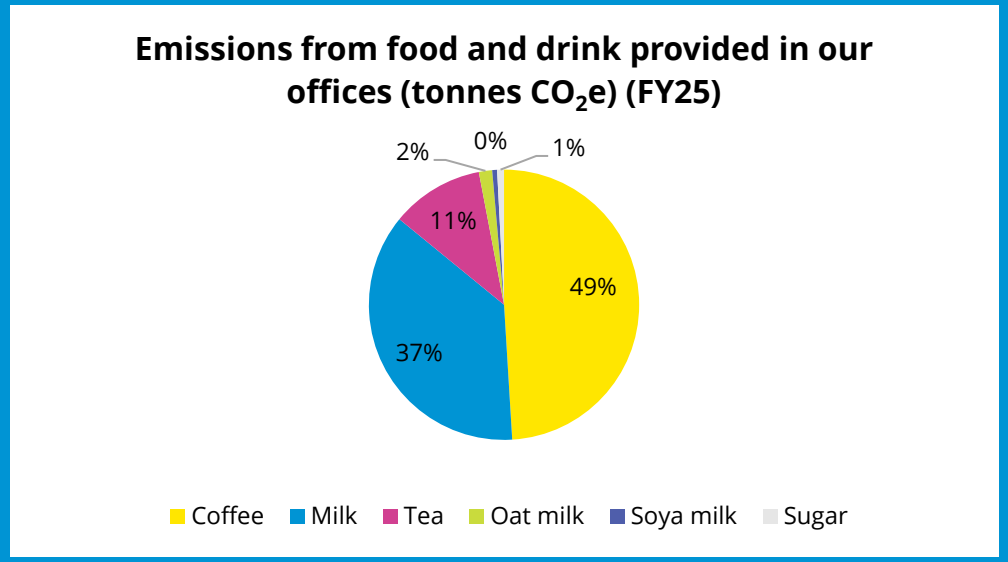


FOOD AND DRINK

We cut our emissions from food and drink provided in our offices by 17% this year

Emissions reduced from 24.9 tonnes CO_2e in FY24 to 20.7 in FY25. As we moved our Cardiff and Edinburgh offices to workspaces with shared kitchen facilities, we no longer need to buy as many supplies such as tea and coffee as these are provided by the landlord.

The largest contribution to food and drink emissions comes from coffee, which has the highest footprint per kilo. We buy Fairtrade and organic certified coffee to reduce its environmental impact.



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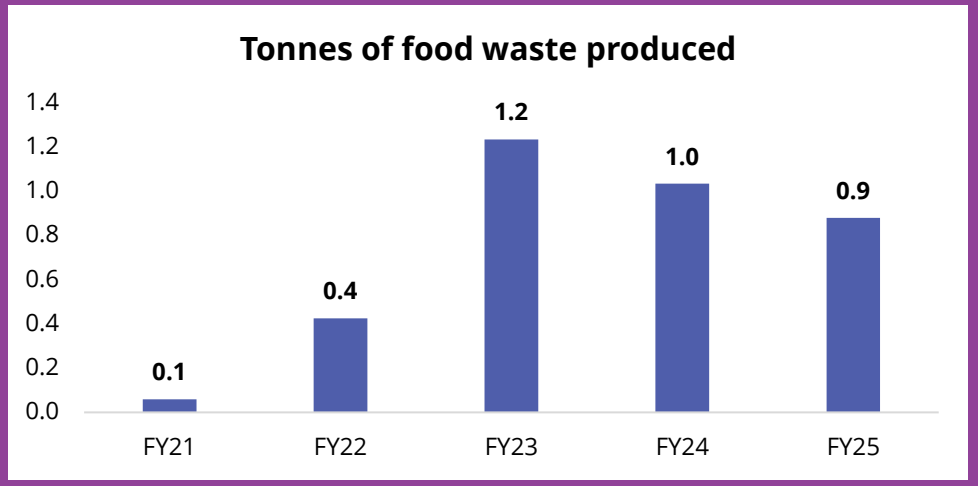
FOOD AND DRINK

Food waste

We reduced our total food waste by 15%, from 1.03 tonnes in FY24 to 879kg in FY25. Per person, food waste also reduced – from 11.6kg per person per year in FY24, to 10.4kg per person per year in FY25.

This year, we updated our Meetings and Events Catering Policy to target food waste. For meetings and events with fewer than 50 attendees, catering should be ordered for 10% fewer people. For meetings over 50 attendees, this increases to reducing catering by 20%. This has worked very well and has greatly reduced leftovers.



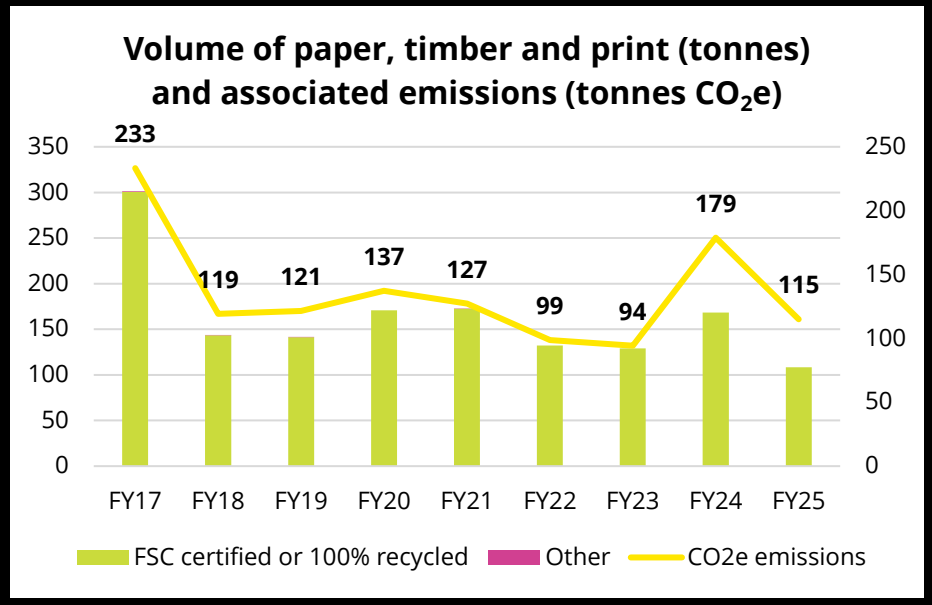
PAPER AND PRINT

In FY25, we were 99.99% compliant with our target of using 100% 'FSC-certified or 100% recycled paper and timber'.

The non-compliant 0.01% was manila envelopes ordered through error. These envelopes are recyclable but will not be ordered in FY26.

FY24 was an unusual year, with a high demand for printed materials. As expected, we reduced the volume of our printed communications significantly in FY25, from 169 tonnes in FY24 to our lowest level yet – 109 tonnes.

Emissions also reduced, from 179 tonnes CO_2e to 115 in FY25. We continue to explore innovations that reduce demand for paper and print. Our 'Letter to Email' project replaced thank-you letters to our adoption supporters with emails, saving over 100,000 letters.

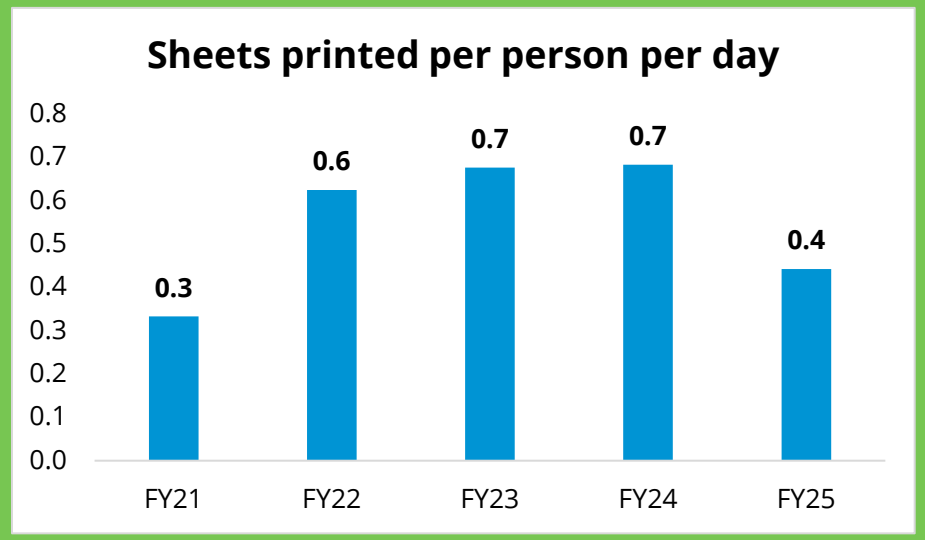


PAPER AND PRINT CONTINUED

INTERNAL PRINTING

This year our staff printed an average of 0.4 sheets each per day using office printers, meeting our target of ≤0.5.

We printed 12,000 fewer sheets of paper in FY25 compared to FY24, and we remain mindful of only printing where essential, using digital solutions as much as possible. A particularly useful tool is DocuSign, which prevents the need to print entire contracts to sign them.



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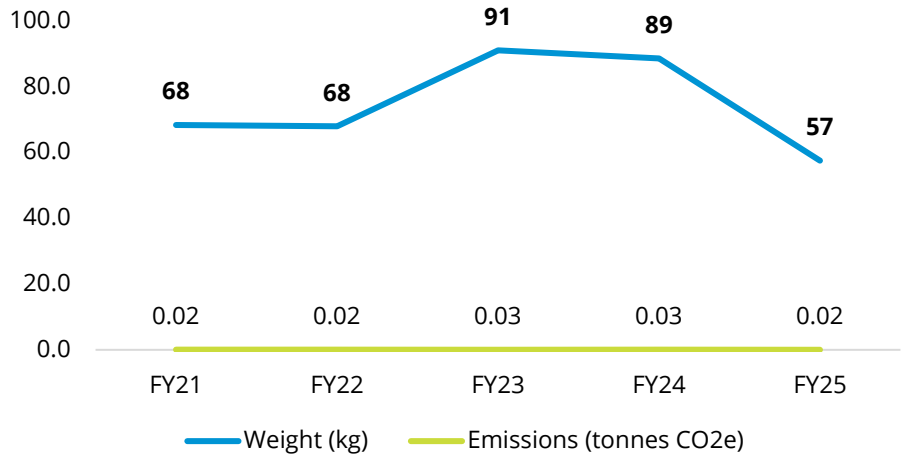
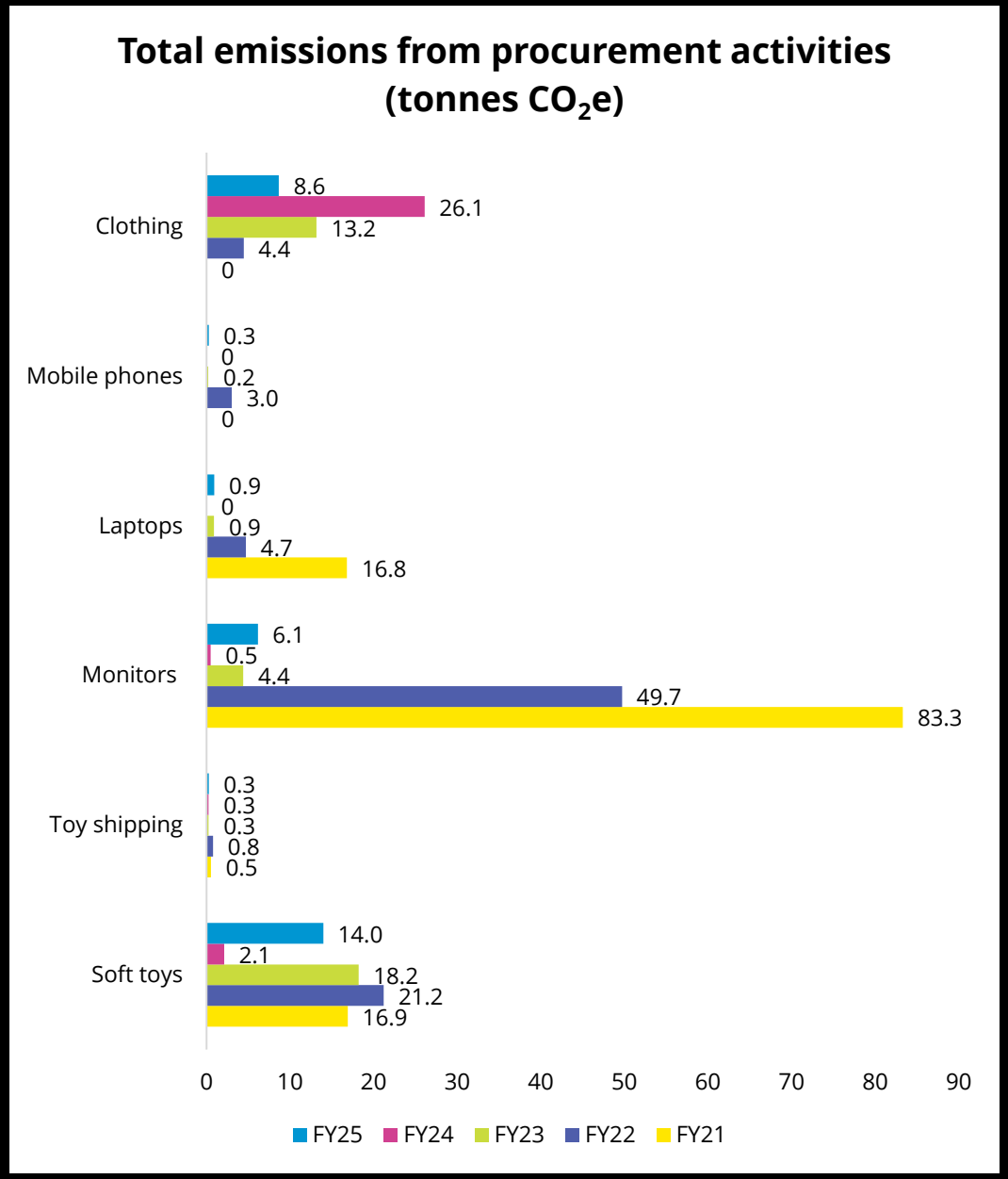
PLASTIC

We reduced our plastic use and emissions by 35% this year

There was a significant reduction in the use of windowed envelopes sent from our fulfilment house to our supporters. Our Supporter Care team instigated a 'Letter to Email' project, which converted letters to supporters to emails instead where possible. This cut demand for windowed envelopes by almost 110,000, saving 36kg of plastic.

Weight of single-use plastic used (kg) and emissions (tonnes CO_2e)





PROCUREMENT OF PURCHASED GOODS

Our emissions footprint from purchased goods increased by 4%, from 29 tonnes CO_2e in FY24 to 30.2 tonnes in FY25

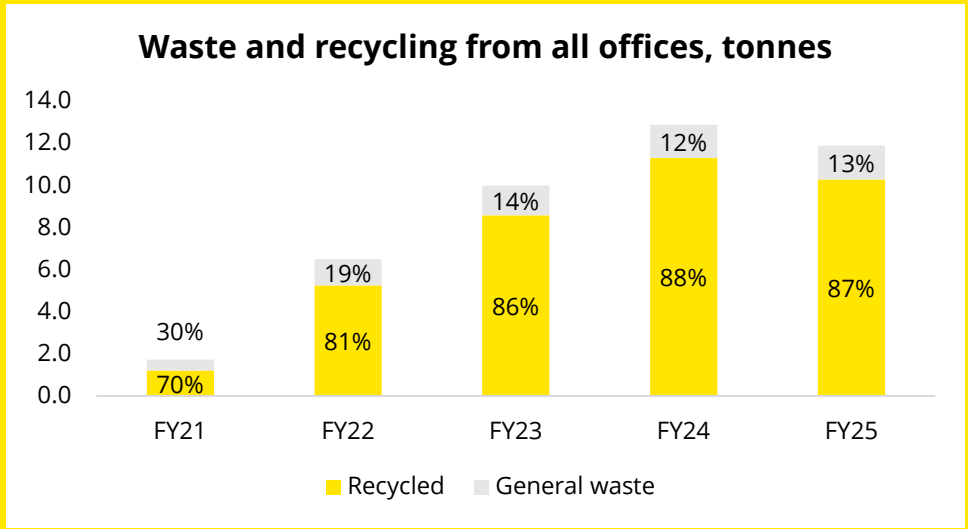
This year we upgraded our office meeting rooms, which required large monitors to be purchased for the walls, pushing up emissions from monitors by 12%, to 6.3 tonnes CO_2e. As this was a one-off upgrade, these emissions will fall next year.

Following a competitive tender process, we switched to a new supplier of soft toys for our animal adoption packs. We placed our first stock order in FY25, which resulted in an 11.9 tonne increase in CO_2e compared to FY24 when we were running down our previous stock levels. Our new toys are made from 100% recycled polyester with recycled glass beads, and have a 24% smaller carbon footprint per toy, despite being 3cm larger.

WASTE

This year, we met our target to recycle ≥84% of our waste, by recycling 87%

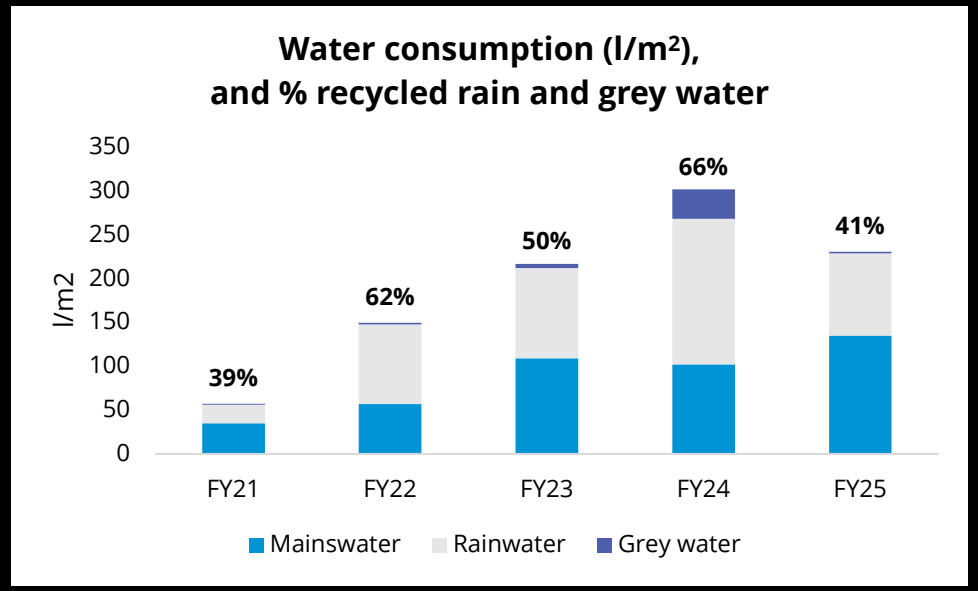
As expected, our total waste and recycling reduced this year, compared to FY24. In FY24, we began a storage review, clearing out of date and unwanted items. We concluded the review this year. However, two overdue waste electrical collections contributed an additional 800kg of recycling, so the saving was not as high as expected – reducing by 1 tonne in FY25. The electrical waste was a mixture of old kit from our recent meeting room upgrades, and unwanted items that had been saved up for a large collection.



WATER

We reduced our water consumption by 24% this year, meeting our target of ≤400 litres per m².

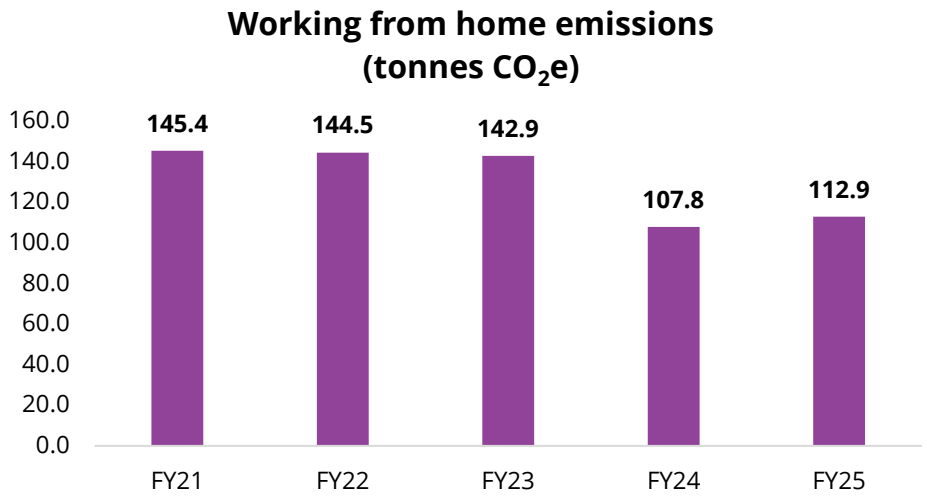
Despite the reduction in total water consumption, the percentage generated from rainwater and grey water fell to just 41%. This was largely due to a fault with the water recycling system over winter, resulting in the system being turned off during the wettest months. Rainfall in the Surrey area also reduced by 30% this year, contributing to higher demand for mains water.

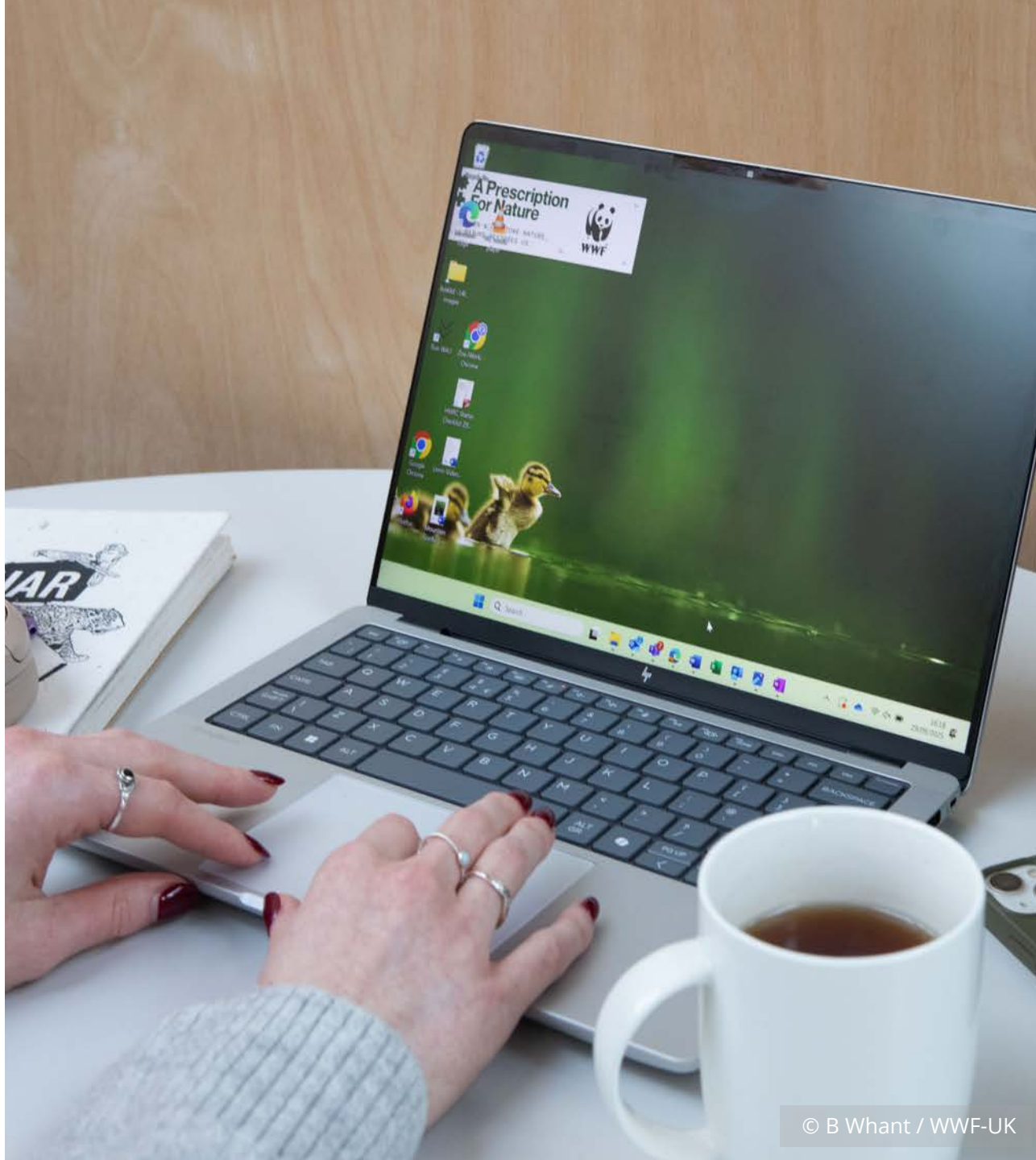


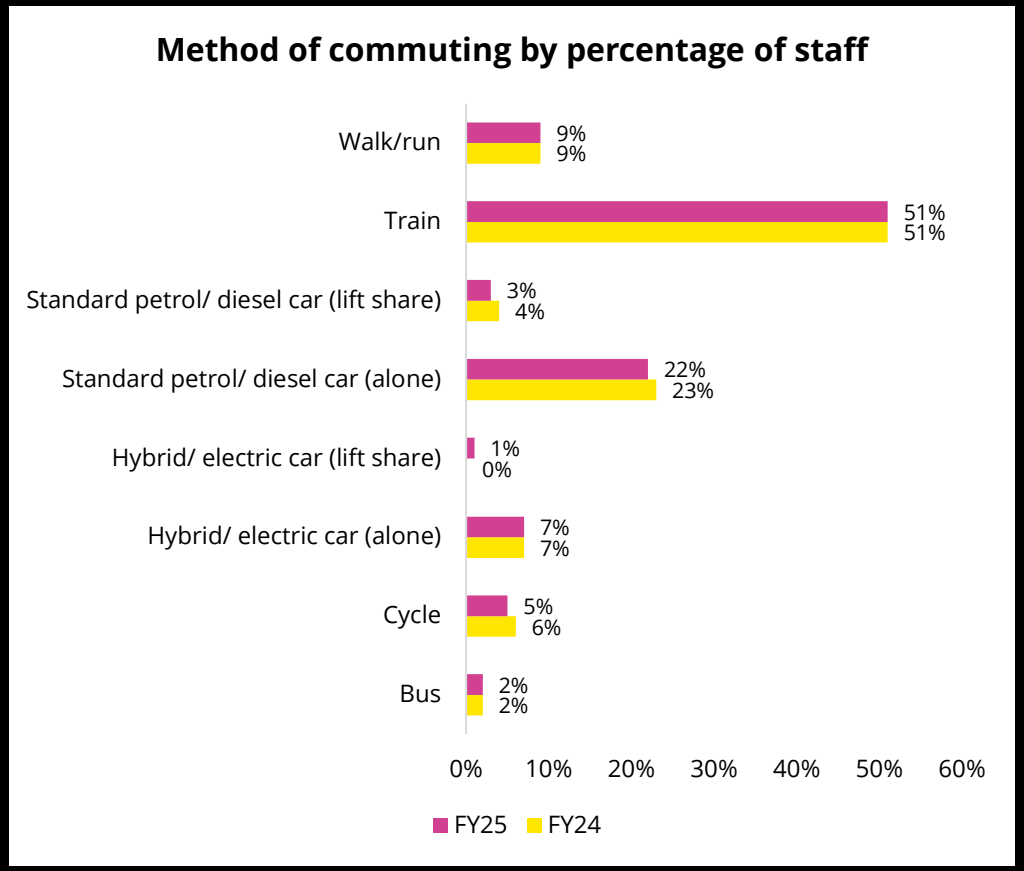
WORKING FROM HOME

Our working from home emissions increased by 5% this year

This increase is due partly to a 3% rise in staff numbers. It's also due to the UK carbon factor review, which increased the carbon emissions associated with heating and cooling homes using natural gas and fuel heating. We advise staff to change to renewable energy tariffs where possible, we but understand this can be challenging, especially trying to convert older properties.







COMMUTING

Our commuting footprint fell by 25% this year

We began capturing our commuting footprint data in FY24. The way our staff travel to work has remained largely the same, with train travel still accounting for 51% of all commuting. Emissions reduced by 22 tonnes CO_2e since FY24 as a result of the emissions factor review.

There has been a small improvement in the number of staff cycling to work. Following concerns about cycle thefts in Woking and a break-in to our own bike shed, we have upgraded our facilities to improve security. This has restored confidence in cycling to work, and we remain vigilant, working with the local police.

ECONOMIC FACTORS

SUSTAINABLE PROCUREMENT

At WWF-UK we seek to align with the principles of ISO 20400 (the international standard on sustainable procurement). We want our supply chain to reflect the values of our organisation and we use our influence to work with our supply chain to implement positive changes.

In FY25, compliance with our environmental policies dropped to 99% as our new facilities company purchased non-compliant cleaning products in error. We have now addressed this and replaced all cleaning products with more sustainable, refillable alternatives.

There has been a reduction in suppliers with social sustainability credentials this year. We are in the process of switching from suppliers that cannot provide adequate social sustainability credentials for manufactured goods, to suppliers with this paperwork. Where suppliers are micro or small businesses and cannot afford third-party audits, we are working with them to find suitable alternatives that will provide the necessary checks. All new products sold via our online shop meet our environmental criteria.

PERFORMANCE INDICATOR	FY25	FY24	FY23	FY22	FY21
Percentage of suppliers used that qualify as a micro, small or medium enterprise	80%	82%	83%	84%	82%
Number of suppliers used that are social enterprises, charities or B-Corporations	12%	12%	10%	7%	6%
Percentage of suppliers used that are local to a WWF-UK office (within a 10-mile radius)	7%	8%	7%	7%	6%
Percentage of suppliers used that have a corporate environmental policy, commitment, or an environmental management system	43%	54%	33%	20%	19%
Number of tenders where sustainability has been given a weighting in the evaluation process	7 (100%)	24 (100%)	15 (94%)	19 (79%)	17 (71%)
Percentage of goods purchased that are compliant with our environmental policies	99%	100%	96%	87%	76%
Percentage of goods suppliers that can evidence social sustainability	74%	93%	55%	44%	64%
Percentage of goods suppliers that have valid evidence of manufacturing compliance with the Universal Declaration of Human Rights and the International Labour Organisation's core conventions	63%	84%	55%	42%	50%

INVESTMENTS

At WWF, it really matters to us that our money is invested in the right places. We can't fight to protect and restore our natural world if we're funding harmful activities such as deforestation or fossil fuels.

These metrics demonstrate how WWF-UK's current portfolio is performing in terms of carbon emissions. It is significantly outperforming the Morgan Stanley Capital International (MSCI) All Country World Index (ACWI) benchmark*.

The 'emissions exposure' approach normalises the index's absolute owned greenhouse gas emissions by the total value invested in the index. This is a carbon responsibility metric – it describes the associated greenhouse gas impact per £1 million invested in the index. It is calculated by dividing the sum of all owned constituent greenhouse gas emissions by the total value invested in the index in millions of sterling.

The 'relative carbon footprint' shows the aggregation of operational and first-tier supply chain carbon footprints of every constituent of the index, per £1 million they hold in investments.

Finally, the 'weighted average carbon intensity' measures the weighted average of individual company intensities (operational and first-tier supply chain emissions over revenues), weighted by the proportion of each constituent in the index.

Emissions exposure FY25 (Scope 1 & 2)	**tCO_2e**
WWF Portfolio	112
MSCI ACWI	884
Relative carbon footprint FY25 (Scope 1 & 2)	
WWF Portfolio	6.63
MSCI ACWI	52.44
Weighted average carbon intensity FY25 (Scope 1 & 2)	
WWF Portfolio	17.37
MSCI ACWI	144.01

*Find out more: https://tinyurl.com/yc2ptfta


SOCIAL FACTORS
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VOLUNTEERING

Each member of staff at WWF-UK is given one volunteering day a year by the organisation, to help conserve local habitats and species.

This year we logged a total of 162 volunteering hours.

Our main activity was supporting the Horsell Common Preservation Society to conserve native heathland on a local Special Site of Scientific Interest (SSSI) and Special Protection Area (SPA) by removing invasive tree species.

Several staff also took the opportunity to prepare, plant and tend to our new peace garden at our Living Planet Centre headquarters. We have turned our vegetable allotment into a quiet, reflective space to remember colleagues who have passed away. This garden is full of pollinator-friendly plants to boost local biodiversity, and includes a bird bath, bird feeders and insect habitats.

CONNECTING WITH OTHERS

Our headquarters, the Living Planet Centre, is an excellent resource in promoting sustainability to the world. It demonstrates how offices can walk the talk to minimise their impact on the environment.

This year we welcomed more than 1,000 guests from over 25 different organisations.

We also connected with our local communities by hosting events including:

- Forest Bathing activities.
- Supporting Great Big Green Week.
- Our first Iftar for WWF staff, with special guest Shahid Azeem, High Sheriff of Surrey.
- The AGM of Woking Environment Action (WEAct), our local environmental charity.

COMMUNICATIONS

As an ISO 14001 accredited organisation, we value collaboration with other organisations and always seek to share best practice. We provide copies of our environmental policies on our website: wwf.org.uk/our-environmental-policies

In FY25, we connected with 28 organisations to share best practice on topics including calculating working from home and commuting emissions, budgeting air travel carbon, and sustainability reporting. We also assisted students from the University of Innsbruck with their postgraduate research into sustainability.

CARBON OFFSETTING

CARBON OFFSETS

At WWF-UK, we prioritise preventing and reducing emissions at source as the most effective way to slow climate change. We then invest in renewable technologies, and switch to renewable energy tariffs where possible. After these options have been explored, we offset our emissions footprint using Gold Standard carbon offsets.

This year we have purchased carbon credits in the Zambia Western Province Safe Water Project. The project rehabilitates and maintains borehole handpumps, trains the communities on best water, sanitation and hygiene practices, and builds the capacity of local communities to manage and maintain the water sources into the future. It also helps reduce deforestation in local areas, as wood is typically used to boil unsafe water for sanitation.

This will be our final year of purchasing carbon offsets, from FY26 we will be transitioning to a climate contributions approach. More information can be found in our Sustainability Goals document.

This report summarises our sustainability performance during FY25 (July 2024 to June 2025). For more information about our environmental goals and our approach to managing our impacts, please see our environmental performance page on our website: wwf.org.uk/walkingthetalk

This report has been reviewed by an external audit team from EnviroSense to verify its reliability, completeness, accuracy and appropriateness. It is endorsed by our executive group, and our Finance and Business Committee.

If you have any comments or queries about this report, please email our sustainability and facilities manager, Lauren Wiseman (lwiseman@wwf.org.uk).

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