



WARHURST ASSOCIATES

PASSIONATE ABOUT COMPLIANCE

Annual Report 2023-24



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“Helping Businesses and people to be the best that they can be and to achieve the goals which they set themselves within the compliance arena.”



About Us

Warhurst Associates was founded by Garry Warhurst in April 2023 to provide a “one-stop shop” for compliance challenges and issues for any size of business. Specialising in the food industry, after spending 26 years working for some of the major food companies in the UK (Allied Bakeries, Warburtons, Sainsbury’s, Holland & Barrett, Bakkavor and Cranswick), but able to adapt the skills learnt to any industry.

Based in South Yorkshire and supporting companies throughout the UK.

The company is here to support any size of business with any compliance need in any of the following areas:

- Food Safety
- Health & Safety
- Environmental / Sustainability
- Energy
- Ethical

Through these areas support is offered in the following areas:

- Installation of compliance standards (SALSA, BRCGS, ISO 14001, ISO 45001 and ISO 50001 and SMETA)
- Supporting new start up companies
- Supplier, Internal or mock Auditing
- Training
- GAP audits
- Coaching

Aligned all our support and offers with the [UN Sustainability Development Goals \(SDG's\)](#) we are showing what can be completed as a sole trader

Highlights

37 Individual Jobs Completed

56.4% Covering Technical Areas

51.3% of all business supported are start ups or small businesses (<15 employees)

13 Different industries supported

14 Different companies supported

2 Clients approved to external stds.

19 Different Compliance Areas covered



Performance

Our first year has been a busy year once we got past the first few tricky months of starting any new business. With the support of friends, ex colleagues and family, Warhurst Associates were able to start our journey to support business, be them SME's or large multi-site companies, in achieving their compliance dreams.

Starting with 3 clients:

- Yorkshire Greens (part of the d'Arta Group) in Driffield - Installing ISO 14001 .
- SuperKeen Limited in Manchester—generating an Auto-immune standard and supporting the launch of their allergen free, vegan, organic and auto-immune cereal
- The Canine Menu in Manchester—installing SALSA.

We built our systems and delivered on what our clients needed for them to succeed.

Over the next several months, we onboarded more clients, through attending conferences, meeting with people who we have previously worked with and continued to grow.

Industry Representation:

After representing the British Meat Processing Associ-

ation (BMPA) at the BRCGS Food Safety Standard working parties and their Technical Advisory Committee (TAC) for the last 3 versions of the standard, in previous employment, we were able to continue to do this as Warhurst Associates.

Warhurst Associates are also part of the working party and TAC for the BRCGS Ethical Standard which is used to protect people in any work place throughout the world.



Supporting Smaller Businesses and Start Ups:

As a sole trader and a start up, we understand how difficult it can be to find the right support you need at a reasonable price. Therefore, we structure our prices to suit the clients which we are supporting (a 50% reduction from our standard rates for smaller businesses (<15 employees). Everyone receives the same service, we just make it fair for all. During this year we have helped 3 start ups and 3 small businesses which is 42.8% of our client base.

We also offer support to charities where all the people working there are volunteers free of charge if

they have any issues regarding EHO's, food safety, etc. Although this has not been requested this year, we continue to be proud of this offer and will continue to offer this.



Sharing Knowledge:

One of our key areas is to share our experience and knowledge with people and with the next generation so that they can grow and develop into whatever they wish to be. Through this year, we have written 2 articles for the Institute of Food Safety & Technology (IFST) which have been published in their Food Science and Technology (FST) journal. These were entitled:

- Meat-ing the challenge—around supply chain issues which the UK meat industry is facing (published December 2023)
- Chronicles of Safety: Evolution of laws UK Food Standards (published March 2024)





Accreditations, Memberships and Partnerships

As part of being a consultancy company providing support to different industries in different areas, it is important that we can show Warhurst Associates have the skills to complete the work which we are doing. This is why we are proud to be members of the following:



As a Friend of Deliciously Yorkshire, we can support and promote great Yorkshire food products and businesses.

This allows us to network and promote our business and brand, whilst learning about other great Yorkshire businesses.



As an IRCA Principal Social Systems Auditor and a member of IRCA, we have access to resources which keep us up to date with all the latest quality management updates.

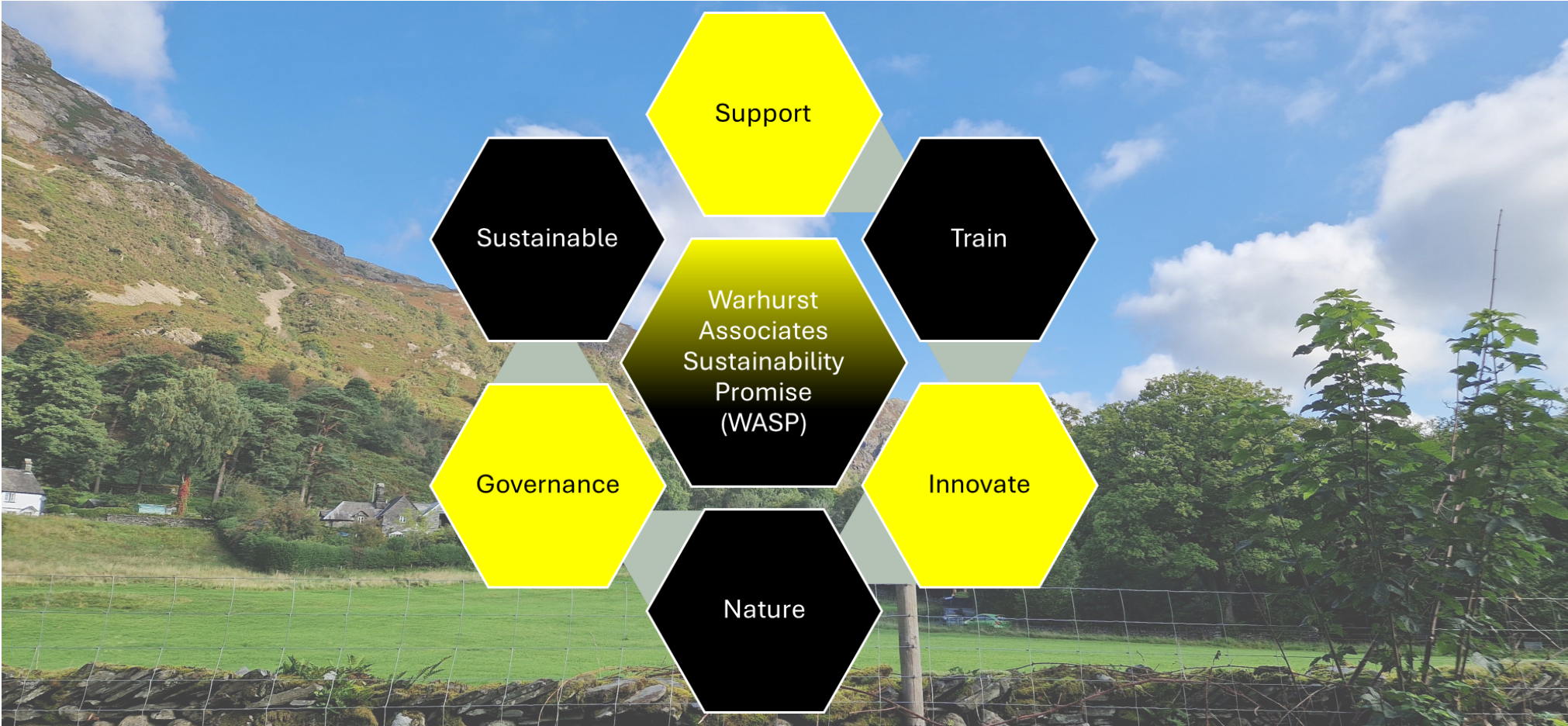


As an IEMA Associate member, we have access to the latest Environmental and sustainable information.

We are also registered with the Institute of Food Science and Technology (IFST) as a Food Safety Professional, Professional Auditor and Mentor and as a Fellow of the Institute. Through this year, we have also developed partnerships with the Association of Labour Providers (ALP) as a Registered Consultant and Verner Wheelock as a registered trainer for Internal Auditing and we have been asked to complete their Ethical auditors verification process for 2024/25.



Sustainability—W.A.S.P





What is W.A.S.P

Warhurst Associates are all about sustainability and this is why, when we were establishing the business, we said that it needs to be as sustainable as possible from day 1 and we need to ensure that we can show other sole traders and SME's what is possible if you look to do the right things. After all we are providing support to clients around sustainability and we need to practice what we preach!

This is why we developed the Warhurst Associates Sustainability Promise (WASP). Like these insects, which are more than just a nuisance at picnics, but are actually helpful to our biodiversity and crops, we look to support our planet through our 6 key areas which make up our hive (S.T.I.N.G.S):

- Support
- Train
- Innovate
- Nature
- Governance
- Sustainable

Support:

We will support all our clients in any sustainable / environmental matter and if we cannot support them, then we will look to find someone who can.

We will offer free food safety support to charities staffed only by volunteers .

Through posts on [LinkedIn](#), we will use our experiences with mental health to support others.

Train:

Where requested by clients, we will provide bespoke training in areas around ethical auditing and sustainability.

We will contribute to professional journals in subject matters we are experts in to provide education to the next generation.

Through our consultancy style auditing , we provide training to client employees in how to handle and manage audits.

Innovate:

Wherever possible, we will look to develop and install innovative solutions for the compliance sector for business and industry which have the planet at the heart of the innovation.

Nature:

We will plant a tree for every invoice paid with Tree-nation in managed projects around the world, which are selected by our clients from our chosen list (see page 9).

Governance:

We will measure our own carbon footprint using Green-

house Gas (GHG) protocols, have this externally verified and externally report this, making us one of a few sole traders to do so. This will hold ourselves to account to ensure that we are doing the right thing. We will be open around any offsetting and only use verified neutralisation carbon credits to become Carbon Neutral.

We will ensure that any client requiring ISO 14001 or ISO 50001 achieves their desired results.

Sustainable:

We will be a paper free business.

Our website will be classified as net zero through Tree-nation via offsetting tree planting against the number of clicks it receives.

Sustainability will be the beating heart of our hive.





W.A.S.P Achievements

Signed the Yorkshire & Humber Climate Action Pledge

Net Zero website installed from day 1.

Generated and installed a carbon footprint calculator for a client

Installed ISO 14001 into a client who past on their first audit

10 LinkedIn Posts around mental health posted with feedback of support provided.

111 Trees planted with Tree-nation which will offset 8.97 tCO₂e over the next 10 years





Warhurst Associates Tree-nation forest

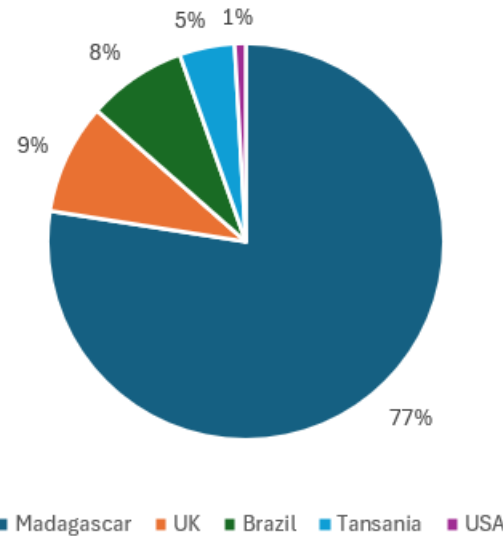
Through working with [Tree-nation](#), we have planted 111 trees in 5 different countries this year. This provides an offset of 8.97 tonnes CO₂ over a 10 year period. Tree-nation is a company who's mission is to "reforest the world" and plant 1 trillion trees by 2050. They work with the local communities to provide jobs, security and livelihoods through the reforestation and conservation projects they support and manage. This also protects the biodiversity in these areas. They were founded in 2006 and are internationally recognised and became an official partner of the UNEP in 2007. We have supported the following projects this year:

- Eden Reforestation Project—Madagascar
- Community Tree Planting—UK
- Sowing Water, Reforest the Amazon Basin and Reforest the Mata Atlantica —Brazil
- Replanting the burnt Mkussu Forest & Usambara Biodiversity Conservation—Tanzania
- National Forest Recovery—USA

Our website ([Warhurst Associates - Home](#)) is net Zero through Tree-nation and their Net Zero Website smart label.



% of Trees planted per country



EDEN REFORESTATION PROJECT, MADAGASCAR

89 of our trees have been planted in this project on the northwest of Madagascar, on the southern banks of the Betsiboka River Estuary. By planting within coastal marsh systems and upland dry deciduous forests where mangroves systems are being restored, it will provide refuges for shellfish and juvenile fish supporting marine health/diversity, improving food security and help sequester carbon and mitigate climate change. The restoration of the dry deciduous forests provides habitat to many endemic and endangered species. The product supports the local communities through the hiring of them to plant trees and working with the local communities and government departments.

<https://tree-nation.com/projects/eden-reforestation-madagascar/about#header>

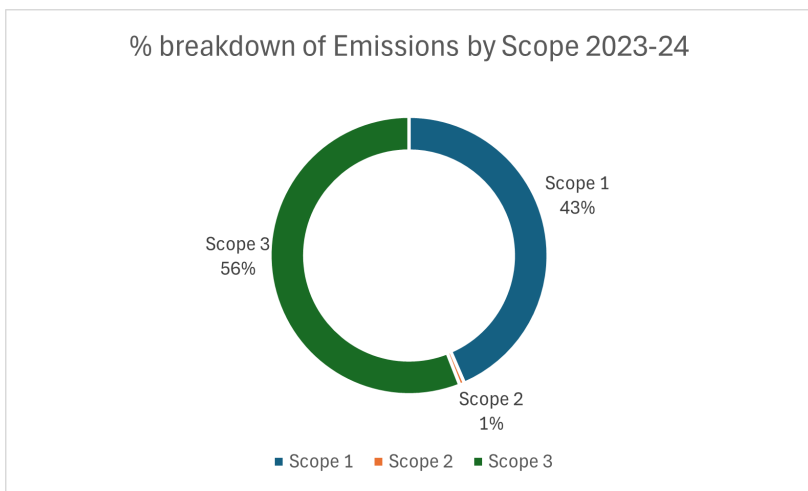


Carbon Emissions 2023/24

When we started, we knew we needed to measure our carbon footprint, so we set up an internal system based around PAS2060, ISO 14064-1 and the GHG Protocol standards to ensure that we were measuring this correctly. We wished to cover all emissions for the company and not just scopes 1 and 2., but all the appropriate scope 3 emissions as well. We established that only the following scope 3 emissions would be appropriate for the company:

- Cat 1—Purchased Goods and Services
- Cat 3— Fuel and Energy Related Activities
- Cat 6—Business Travel

As a paperless consultancy business, we do not generate any waste. However, we accept that when and if we need to dispose off any electrical equipment which cannot be reused, then this would be waste and we commit to reporting this. We have not had any waste in our initial year. Although, technically we do not use any water for our business, this has been included as we are based at home and , naturally our water and effluent uses increase when we are present (that is a lot of cups of tea!). We have included all Well –to-Tank and Transmission & Distribution loss emissions for all fuel and electricity used.



	FY24
Location Based Total Emissions (tonnes CO ₂ e)	4.6819
Market Based Total Emissions (tonnes CO ₂ e)	4.7018
Operational Scope 1 & 2 Emissions (location based) (tonnes CO ₂ e)	2.0624
Scope 3 Emissions (tonnes CO ₂ e)	2.6195
Total Location Emissions / turnover (Tonne CO ₂ e / £)	0.0001
Amount of Water used (m ³)	19.42
Water / Turnover (m ³ / £)	0.4550



Carbon Emissions 2023/24

Due to the nature of the business, our top emission was 1.995 tonnes CO₂e for driving to clients, conferences, etc. There was an additional 0.4868 tonnes CO₂e for the WTT emissions for the fuel which was used. In total this accounted for 53% of our total emissions and <1% was through the use of national rail. Therefore, in 2024/25 we are looking to increase our use of national rail, where this is appropriate for the location and the task which we need to complete, to reduce down the mileage

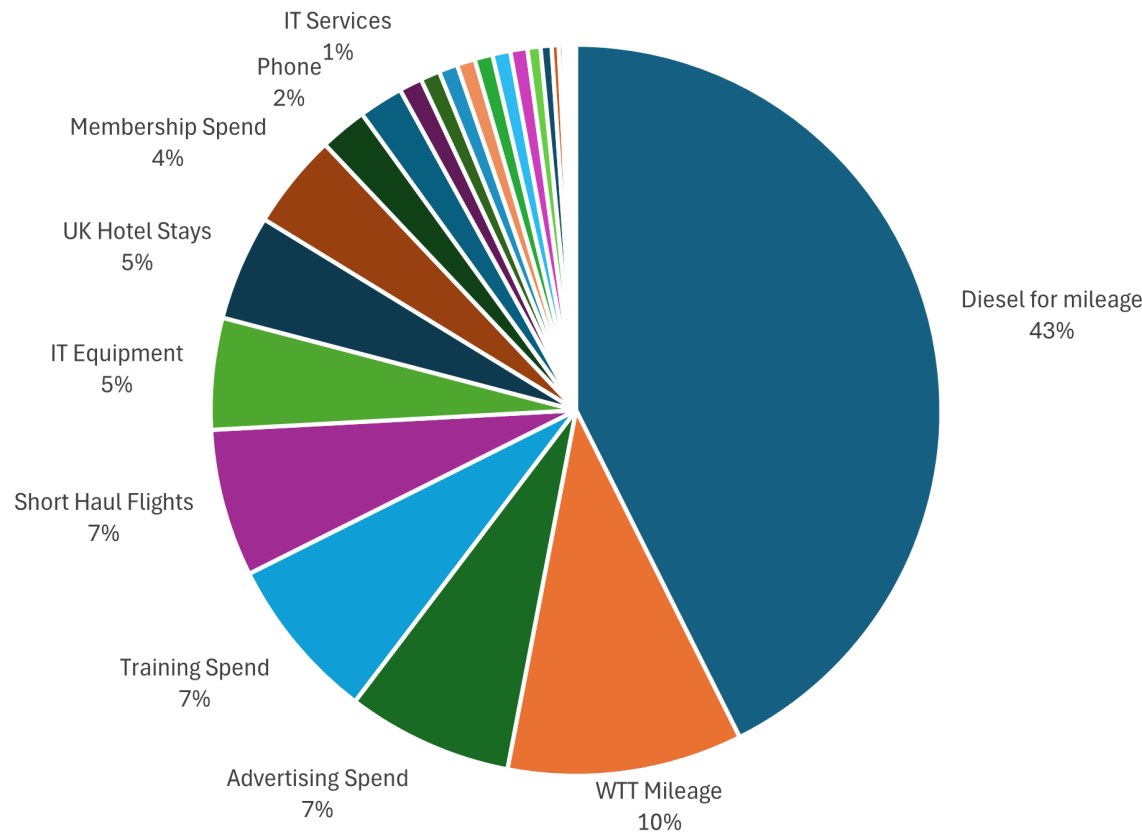
completed. There was 1 short haul flight which was completed with a client in 2023/24. Although no flights are planned for 2024/25, where required to travel into Europe or Ireland, we will look to establish the most sustainable method of transport to use.

Other large emissions were around advertising (traditional and through Google Ads) and Training (conferences and ISO 14001 Lead Auditor training) spend. These will fluctuate dependant on needs of the business.

IT Equipment at 5% of the emissions is due to the purchasing of equipment at the start of the business set up which will then last for years to come.

Electricity was only 0.75% (including WTT and T&D emissions). So while, we are looking at installing solar panels for home offices, this is currently not cost efficient to reduce the emissions for the business.

% breakdown of main emissions type 2023-24





Carbon Neutral Consultancy

As part of W.A.S.P, we detailed that we would look to become carbon neutral by the end of FY26. We are pleased to say that we have completed this 2 years early through the support of Carbon Footprint. They have completed an audit of our emissions against ISO14064-3 standard and provides a Limited level of assurance. To offset the emissions, we purchased 5 tonnes of neutralisation offset through VERRA verified carbon reduction projects and planted 5 trees in our local area of Yorkshire and Humber. We recognise that this is only the start of our journey and not the end, so we are looking at where we can go next to reduce our emissions. Clearly, any action taken will be cost assessed to ensure that it is cost effective for a sole trader to complete. Our Roadmap to Net Zero is below:





Social & Environmental Impact

Through the work which is completed, we can make a social and environmental impact on our clients and their suppliers, employees and communities. This is achieved by supporting our clients in their business by highlighting out social issues, e.g. compliance to the ETI Base code, worker rights, preventing environmental impact or establish what impact the company is having so that they can take the appropriate actions.



7 Jobs completed with a Social Impact

17.95% of all jobs completed had a social impact



7 Jobs completed with a Environmental Impact

17.95% of all jobs completed had an Environmental Impact



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