
Annual Report

2025-26



WARHURST ASSOCIATES
PASSIONATE ABOUT COMPLIANCE



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On separate tab on website

Route to Net Zero



Review of 2025/26

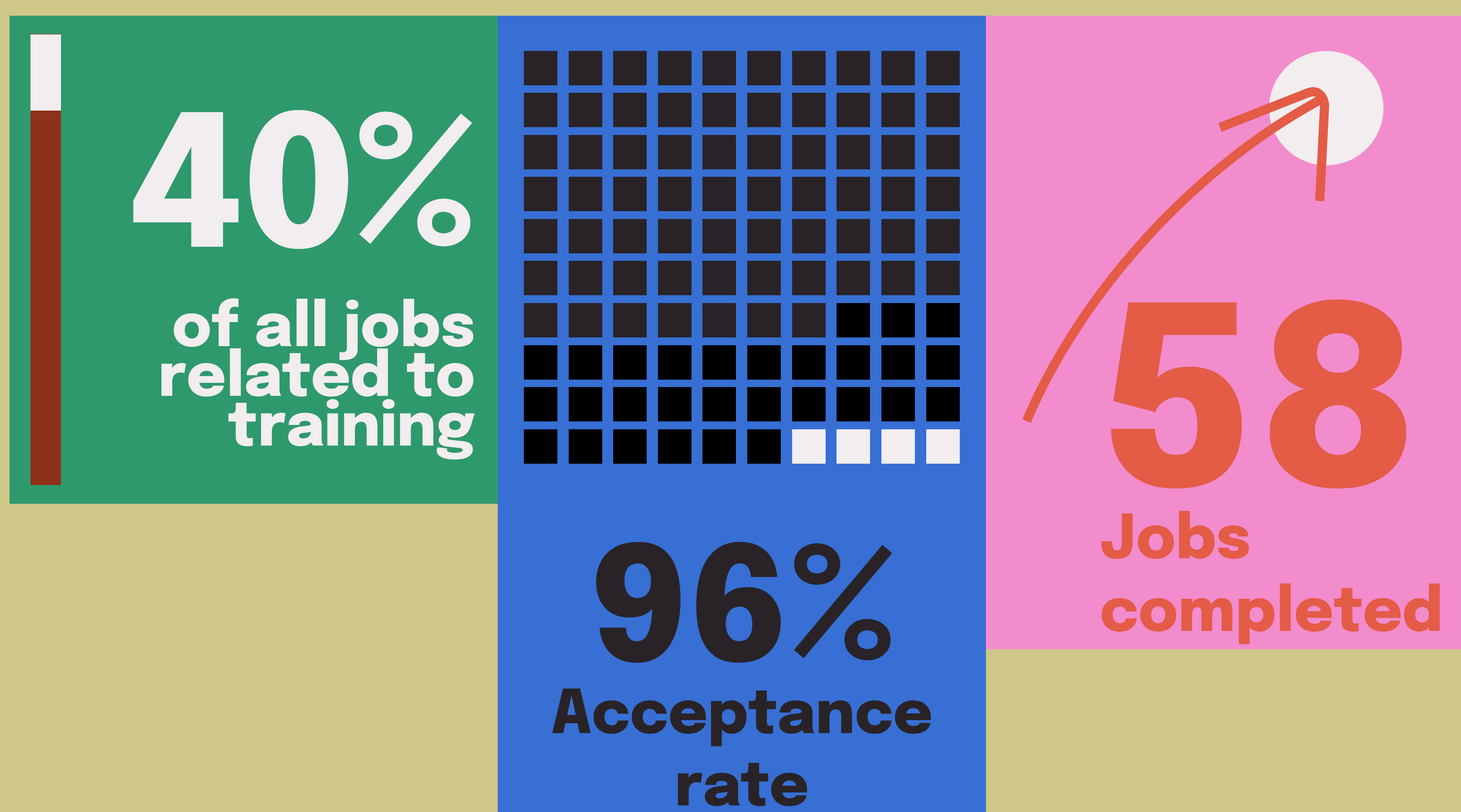
Our Award winning 3rd year!

2025-26, our 3rd year trading has been a year where we have continue to look to grow and progress in our support to industry and we are pleased to say that this has been recognised externally through winning 3 awards during the year. We continue to look to see where we can engage with external parties to change industry and have done so through the BSI, and their Suicide and the Work Place standard (BS30480) this year. As we continue to support our clients with management systems, auditing, compliance challenges and starting up their own businesses, we continue to strive to provide a lasting impact of change to each client so that they can grow and learn through our support.

Through the 58 jobs which were completed (an increase from 2024/25 of 13.7%) , 46 were unique jobs (an increase of 17.9% from 2024/25). 11 of these jobs had a direct or indirect social and/or environmental impact on the client, providing 43% of the total revenue to the business. From this, 17.39% (environmental) and 10.87% (social) of all the jobs completed had an impact.

We continue to support start-ups and small businesses (<15 employees) and this year 24% (the same as last year) of all our jobs were for them.

We continue with our WASP programme around planting trees for every paid invoice and this as resulted in another 58 trees planted through Tree-nation. More on which will be discussed later.



Key Achievements

Whilst we continue to support our initial clients of SuperKeen (Organic and Technical support), The Canine Menu (SALSA) and Darta Yorkshire (ISO 14001) and they all continue to be successfully approved to these standards and continue to grow, this year we have also achieved the following:

Installed a complete HACCP system for a nationally renowned farm shop business which covered butchery, bakery, ice cream, cafes, chocolates and deli counters to ensure that they achieved a 5 star rating from their EHO. This also supported and highlighted their need for growth in the Technical support of their business and they have recruited a new member of their team to support them in this work.

Attended Court to support the BMPA in their Wiltshire curing TSG case against DEFRA as an expert witness. Although the case was not won, we managed to present our case and ensured that the judges had the correct information to make an informed decision.

Our client Soanes Poultry continues to use our Warhurst Associates Carbon Calculator to measure their carbon footprint and they were able to use this data to report reductions in their emissions. This system allows them to have the confidence that the figures are correct as the system works to ISO14064-1 principles.

We continue to deliver auditing training for Verner Wheelock Associates (VWA). We also started to deliver their Sustainability in the Food Industry course this year. Overall, trained 207 people in these courses (an increase of 40% from last year) and achieved a 92.75% pass rate (with 33.82% achieving a distinction). This has increased from the previous years 88.71% total pass rate.

Completed approximately 200 employee interviews for Greencore - Selby to help them understand their food safety culture on site.

1 Unnounced mock BRCGS Food Safety audit was completed.

1 GAP audit against the BRCGS Packaging Materials standard was completed for a local label supplier.

The design and delivery of a Modern Slavery and Sustainability auditing course for Buyers for an Ingredient trader.

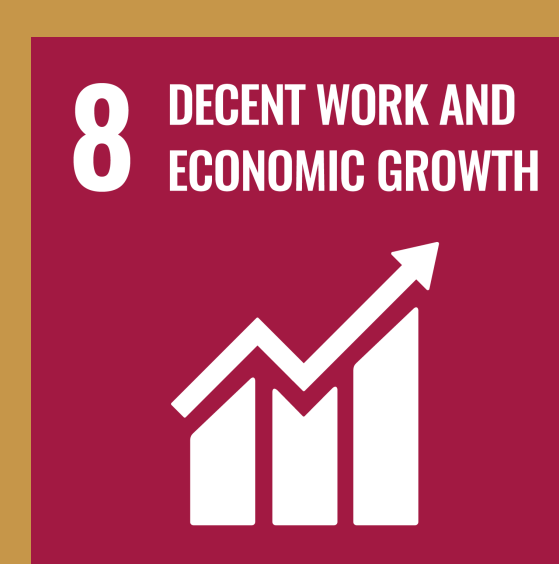
Started mentoring a recent graduate through the IFST mentor scheme.

207

People trained in auditing and Sustainability for VWA

92.75%

Pass rate for auditing and Sustainability training for VWA



[UN Sustainability Development Goals \(SDG's\)](#)

BS30480

Last year, we reported that we had started to work with BSI to generate a Suicide prevention standard. This year, I am pleased to say that we continued to work with them in the development of this standard and this was successfully launched in November 2025 as Suicide and the Work Place (BS30480). I was there due to my personal experiences and as a compliance and auditing expert, along with many different people from the support networks and charities, medical profession and other people with lived experiences, among others.

Within this standard, it covers the following key areas:

- Myths around suicide
- Organisational culture
- Practical actions to promote organisational culture
- Creating supportive workplace communities
- Strategy and Policy
- Ethical Considerations
- Monitoring and evaluation
- Understanding Suicide and prevention
- Support with meeting emotional needs
- Risk factors and causes of workplace distress
- Warning signs in the workplace
- Coping strategies
- Reducing access to means of suicide
- Intervention
- Support for people affected by suicide

This standard is provided free of charge by the BSI and can be obtained [here](#).

The launch was in the Speakers House at the Houses of Parliament in November 2025 as recognition to everyone involved.



[UN Sustainability Development Goals \(SDG's\)](#)

Awarding Winning Consultancy

During this year, we have started to be noticed by external award companies for not only the consultancy work which we do, but also our sustainability work through our WASP program. This has resulted in us being awarded 3 awards this year. These have been awarded as follows:

- Best Sustainability Led Compliance Consultancy 2025 - UK - awarded by Wealth & Finance through their Management Consulting Awards 2025.
- Compliance and Auditing Experts - Doncaster 2026 - awarded by Diamond Distinction Awards
- Hero of Industry Award for Food Safety and ISO Consultancy Firm of 2026 - awarded by Innervision Media

These have been judged by independent people and our commitment to sustainability, local businesses, getting involved with the design and contents of global standards and our excellence in the support which we have provided have all been contributing factors.





W.A.S.P

Our Warhurst Associates Sustainability Promise (WASP) continues to be at the heart of what we look to do within the business and for our clients. Using the STINGS approach, we ensure that what we are delivering meets this requirement. This year we have completed:

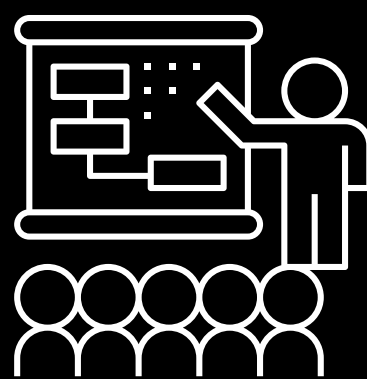


Support

8 Jobs completed which had an environmental impact on our clients

5 jobs completed which had a social impact on our client. This included a full 5 day ethical verification audit for 1 client and our first audit against money laundering practices

Member of the drafting and main committee for BS30480

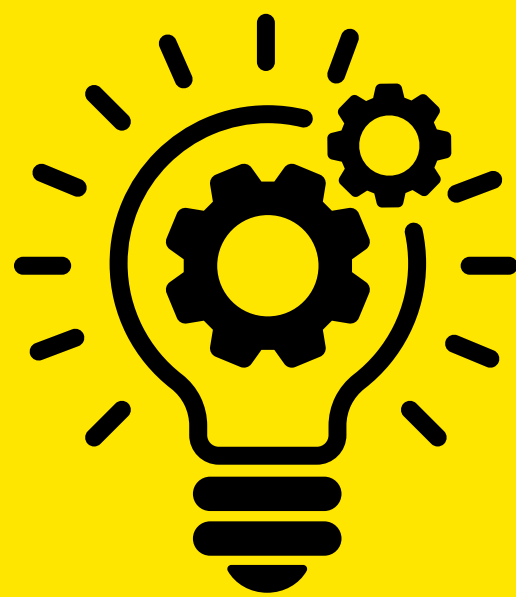


Train

207 people trained in auditing and sustainability for VWA with a 92.75% pass rate.

The delivery of a bespoke Modern Slavery and Sustainability for Buyers course for a n ingredient trader.

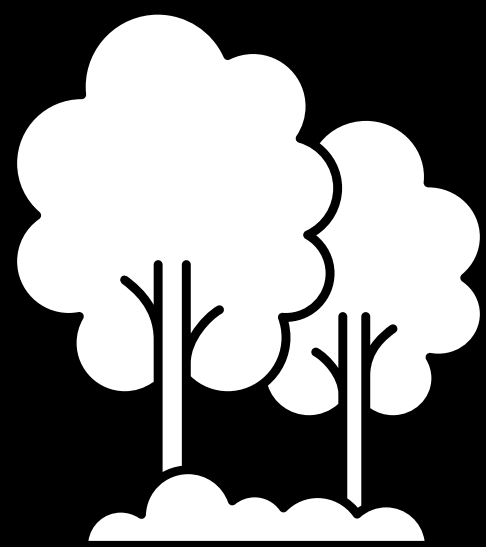
Mentoring a graduate through the IFST
Became a STEM Climate Ambassor



Innovate

Continue to support 2 clients with the Warhurst Associates Carbon Calculator for the measurement of their carbon footprint

Designing and Developing of workable procedures and systems for small businesses



Nature

58 trees planted through our 1 tree per paid invoice. Planted in 6 different countries and projects.

Our second tree was planted to help off set the emissions from our website.



Governance

Carbon Footprint verified by the Carbon Footprint against ISO 14064-3 and PAS2060

Clients approved to ISO 14001, SALSA, Soil Association and BRCGS Food Safety



Sustainability

Company website moved to Krystal for Green hosting.
Paperless Company
Zero Waste generated

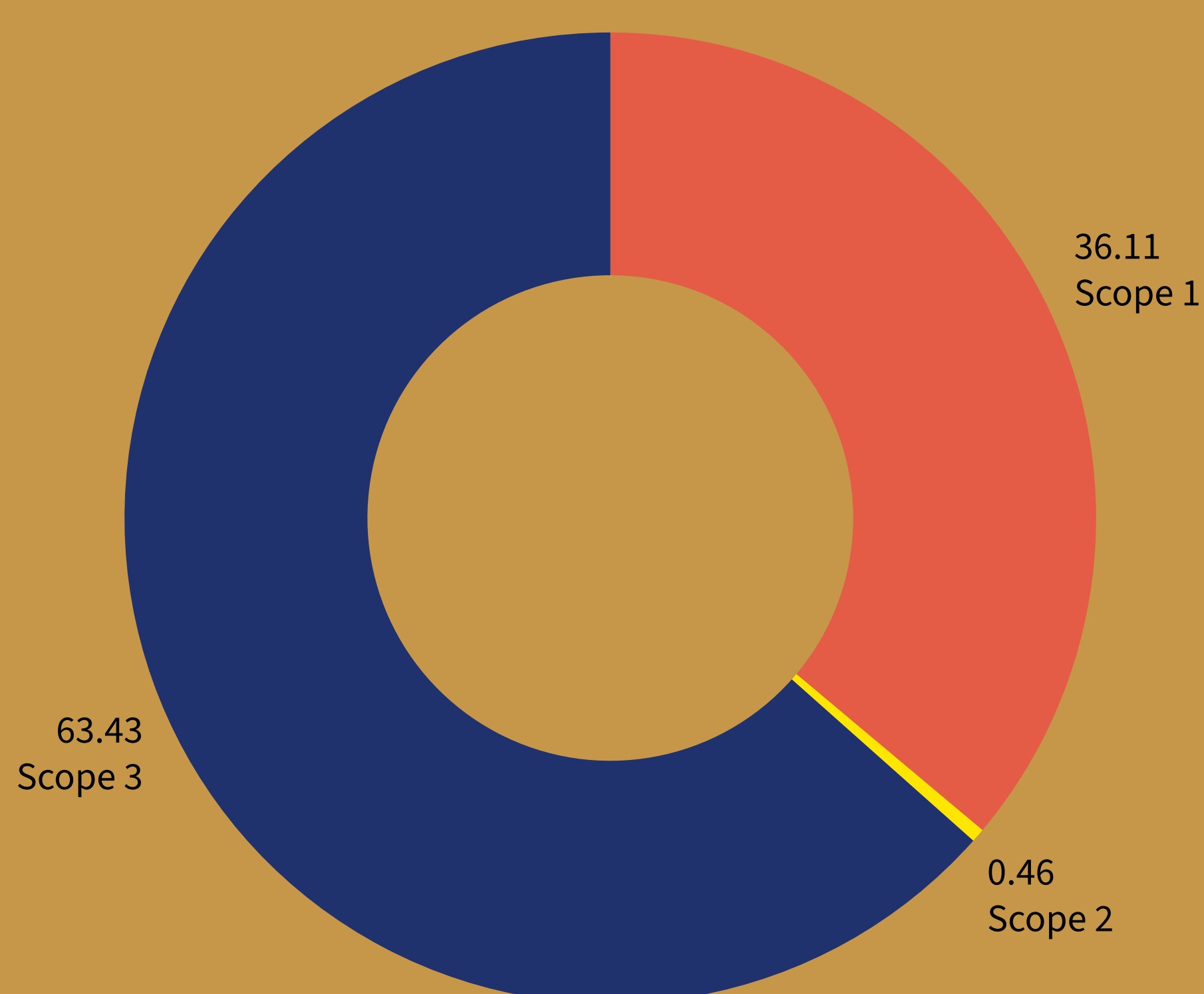
Carbon Footprint 2025/26

This year was our first year where we were active for each month of the year and we also needed to re baseline our emissions from FY24 and FY25 due to the purchasing of new IT equipment which resulted in significant increases in our Scope 3 emissions (over 2%). This allows for a like to like comparison to be maintained. We have also removed the emissions which were added for the purchase of the trees through Tree-nation as this is classified as Beyond Value Chain Mitigation (BVCM) spends.

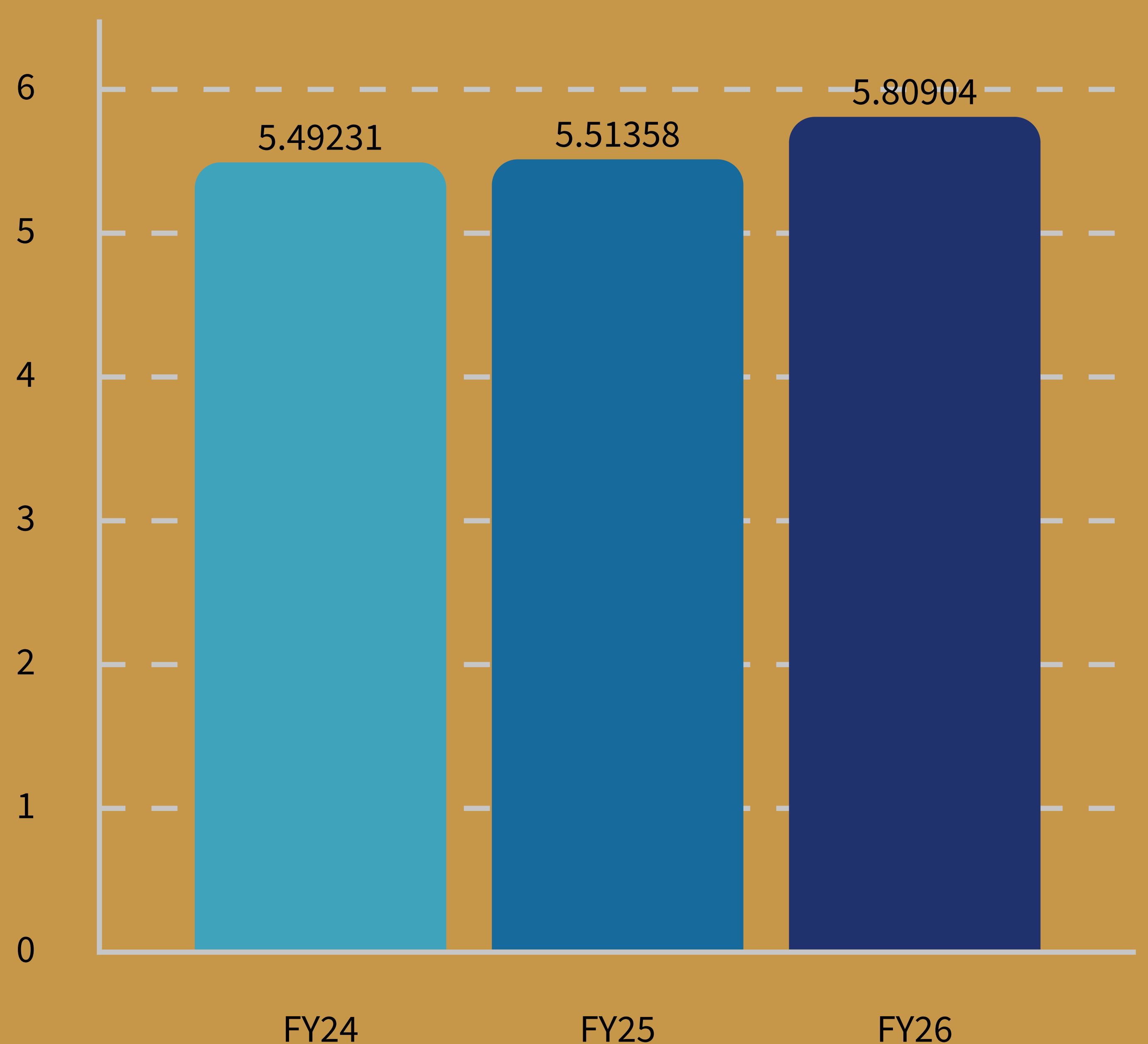
However, this year we have seen an increase in our emissions by 5.77% compared to FY25 and for operational emissions (scopes 1 & 2) this is an increase of 2.66%. This is mainly due to an increase of approx 1600km driven this year when compared to FY25. Although we have used buses this year to get to a couple of locations and the trains used have accounted for 28% of our total distance travelled in the year, the driving has increased due to new locations being driven to and an increase in the number of jobs completed.

From the total emissions for this year, 20.47% (1.2316 tCO₂e) are directly related to the training which is completed for VWA.

Scope Breakdown for 2025/26 emissions



Total Location Based Emissions (tCO₂e)





Carbon Footprint 2025/26

Our largest emission continues to be driving to clients which accounts for 35.49% (2.061 tCO₂e) and with the Well to Tank emissions included at 8.48% (0.492 tCO₂e), this covers 43.97% of our total emissions. When the locations are reviewed, 39.65% of the mileage completed is located within a 50 miles radius of the home base. This has stayed consistent when compared to FY25 which was at 38.52% of the total mileage being within a 50 mile radius.

The next largest emission is through the Advertising spend at 14.11% (0.819 tCO₂e). This has increased from 13.01% in FY25 and this is due to the awards which were won this year.

IT Service are the next largest emission and these have decreased this year to be 10.03% (from 13.37% in FY25). This is due to website hosting being moved from GoDaddy to Krystal at the start of the fiscal year.

Our intensity figure of Total location based emissions / revenue has increased this year as our revenue has decrease and the emissions have increase. This is due to pausing one major client halfway through FY26.

	Baseline FY24*	FY25*	FY26	% Change from baseline	% Change YoY
Location Based Total Emissions (tCO ₂ e)	5.4923*	5.5136*	5.8090	5.77	5.08
Market Based Total Emissions (tCO ₂ e)	5.5186*	5.5454*	5.8248	5.26	4.80
Operational Scope 1 & 2 Emissions (Location based) (tCO ₂ e)	2.0694*	1.8219*	2.1245	2.66	14.24
Scope 3 Emissions (tCO ₂ e)	3.4229*	3.6917*	3.6846	7.10	-0.19
Total Location Emissions / Revenue (tCO ₂ e/£)	0.0001*	0.00007*	0.00008	-40.02	12.5
Amount of Water used (m3)	19.42	17.83	18.20	-6.70	2.03
Water / Revenue (m3 / £)	0.4550	0.2125	0.2418	-53.14	13.79

**Baseline and FY25 have been updated to reflect the purchase of IT equipment in FY26 and the removal of Tree-nation spends. This only affects the figures with an * next to them.*

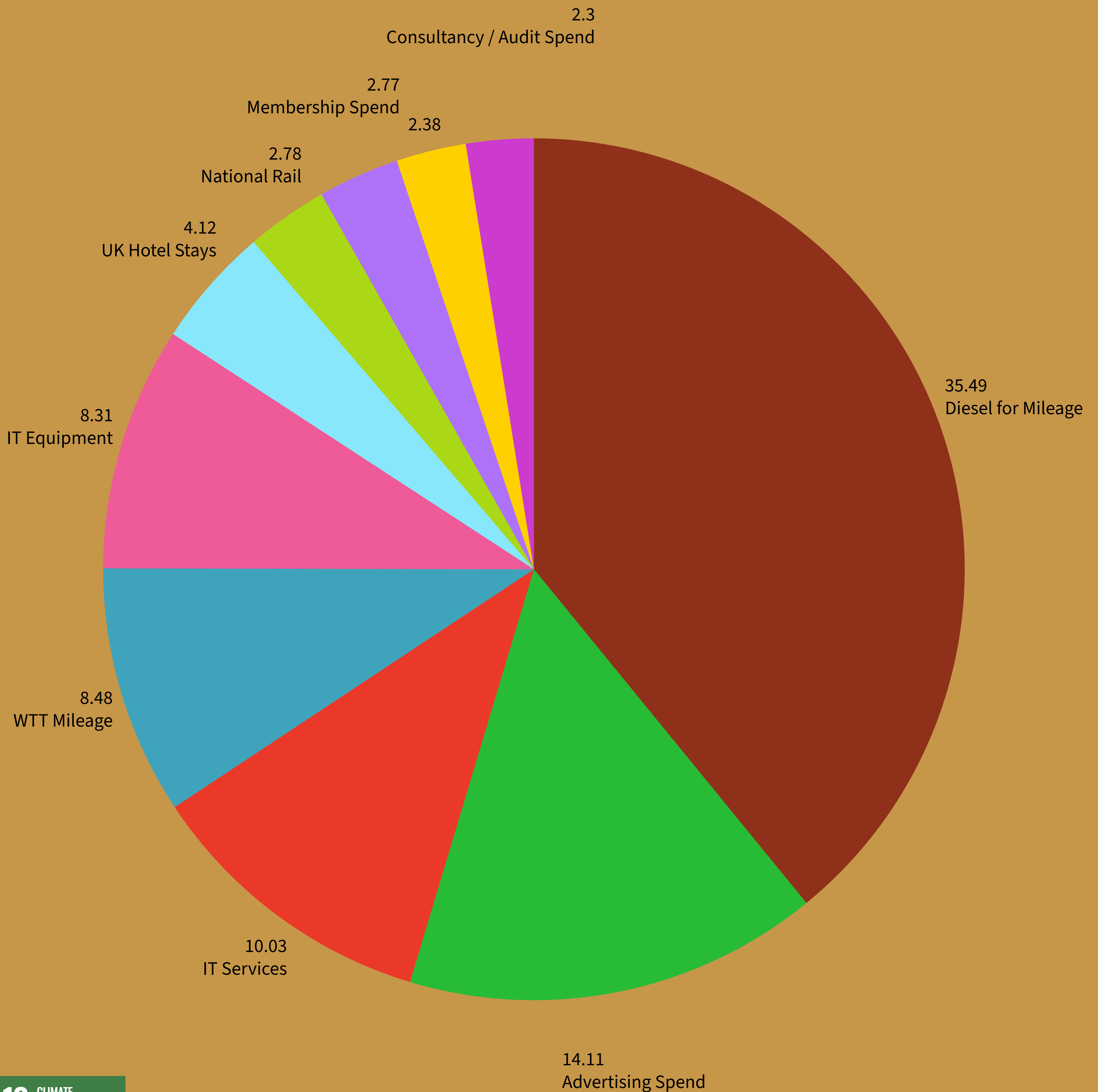


[UN Sustainability Development Goals \(SDG's\)](#)



Carbon Footprint 2025/26

The graph below shows the emissions which were the highest emitters this year. Figures are in %.



[UN Sustainability Development Goals \(SDG's\)](#)

Carbon Neutral

We continue to be a carbon neutral consultancy through the Carbon Footprint. This year we have offset our emissions up to 6 tonnes of CO₂ through them. The project where we have planted the trees is the Reforestation of Degraded Land by MTPL in India. This is a Verified Carbon Standard (VCS) approved project and a summary of the project is (provided by Carbon Footprint):

Mangalam Timber Products Limited (MTPL) is carrying out a reforestation project across 14,527 hectares of degraded land in India. The project aims to sequester carbon and generate carbon credits by planting Eucalyptus trees. The project is spread across seven districts in three states: Odisha, Andhra Pradesh, and Chhattisgarh.

The project provides several environmental benefits, including:

** Increased carbon sequestration: The planted trees absorb carbon dioxide from the atmosphere, helping to mitigate climate change.*

** Improved soil quality: The trees' roots help to stabilize the soil and prevent erosion, while the leaves and other organic matter enrich the soil.*

** Enhanced biodiversity: The project helps to create new habitats for various plant and animal species, contributing to the overall biodiversity of the region.*

In addition to the environmental benefits, the project also provides social and community benefits:

** Income generation for farmers: The project involves 12,002 small and marginal farmers who receive financial support and technical guidance from MTPL. The farmers also receive a share of the carbon credit revenue, providing them with an additional source of income.*

** Employment opportunities: The project creates jobs in the local communities through activities such as nursery development, site preparation, planting, and maintenance of the plantations.*

** Improved livelihoods: The project contributes to the overall improvement of livelihoods in the project area by providing income and employment opportunities, as well as enhancing the environment.*



Warhurst Associates Tree-nation Forest

As already reported, we have planted 58 trees this year with Tree-nation within 6 different countries. This has provided an offset of 12.64 tCO₂e over a 10 year period. The projects we have supported this year are:

- Bore - Kenya (14 trees / 6.6 tCO₂e)
- Usambara Biodiversity Conservation - Tanzania (14 trees / 1.9 tCO₂e)
- Community Tree Planting - UK (12 trees / 0.19 tCO₂e)
- Community Tree Planting - Ireland (10 trees / 1 tCO₂e)
- Reforest the Amazon Basin - Brazil (6 trees / 2.85 tCO₂e)
- Forest Gardens Mount Elgon Region - Uganda (2 trees / 0.1 tCO₂e)

You can view our forest on the Tree-nation website [here](#).

The Bore project in Kenya has the aim of (taken from the Tree-nation [website](#)):

Our project aims to conserve vulnerable tropical forests by working with subsistence farmers in Kenya to promote sustainable agriculture. Research shows that protecting these forests is essential to preventing irreversible climate breakdown. Since 2007, we've helped farmers grow new food and timber crops that enhance biodiversity and reduce pressure on the threatened forests, ensuring long-term sustainability.

The impacts and benefits of this project are:

- Avoid deforestation
- Create alternative food and medicine sources
- Offset CO₂ levels
- Create alternative and sustainable livelihoods for local people
- Improve educational opportunities for local children

