



WARHURST ASSOCIATES

PASSIONATE ABOUT COMPLIANCE

Annual Report 2024/25



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*“Helping individuals and business of all sizes to be the best they can be to achieve their target triple bottom line of people, planet and purpose, through compliance support which does not cost the earth and ensuring it’s fair for all.”*



# Our Mission

Here at Warhurst Associates, we have one mission and this is:

***“Helping individuals and business of all sizes to be the best they can be to achieve their target triple bottom line of people, planet and purpose, through compliance support which does not cost the earth and ensuring it’s fair for all.”***

This means that we consider our impact to the environment for the work which we do and have fair pricing structure so that the price paid for the services provided reflects the performance and size of the business, making it fair for all.

We continue to align all our support and offers with the [UN Sustainability Development Goals \(SDG’s\)](#), and by doing this, we are showing what can be completed as a sole trader.

## **Our Performance in 2024/25:**

During our second year of trading, we have grown from our first year by increasing the number of jobs completed from 39 (35 unique) to 50 (36 unique), along with an increase in revenue by 36%. Included within this increase is the number of auditing skills course delivered for Verner Wheelock Associates (VWA) from 1 in 2023/24 to 10 in 2024/25.

Our key successes are shown on the next page.

**50** Individual Jobs  
Completed

**36** Unique Jobs  
Completed

**24%** of all jobs were for start up businesses or small businesses (<15 employees).

**12** Unique Jobs had a direct or in-direct Social and / or Environmental impact, providing 65.97% of all revenue received.

**38%** of all jobs completed were for social and / or environmental support.



# Our Key Successes



[SuperKeen](#) (one of our first clients) launched their products in February 2025 into Selfridges, Plant Organic and Whole Food Market. Through this process, Warhurst Associates has helped them become Organic and Vegan Society Approved, as well as providing continual Technical support. This product supports the Auto-immune community.

[The Canine Menu](#) (another one of our first clients) achieved SALSA certification, which resulted in opening up additional food service markets for them and they are now exporting into the EU.

[Darta Yorkshire](#) achieved re certification to ISO 14001.

2 new clients completed the 5 day Warhurst Associates Ethical audit to assist them in their preparation for SMETA audits.

Wrote the [British Meat Processors Association \(BMPA\)](#) response for their TSG submission on Wiltshire Curing to DEFRA.

Trained 124 people in Auditing Skills for [VWA](#) at different company locations, achieving a 88.71% pass rate, with a 25% distinction rate.

Provided the Warhurst Associates Carbon Calculator to our 2nd client to allow them to easily calculate their carbon footprint.

3 Ethical auditor verifications were completed against the SMETA audit for VWA.

4 articles written and published in Food Science and Technology (IFST Journal) and Transform (IEMA Journal).



**124** people trained in Auditing skills with a **88.71%** pass rate



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



# Accreditations, Memberships and Partnerships

Within 2024/25, Warhurst Associates and Garry Warhurst (Founder) continue to be members of the following organisations to ensure that information is kept up to date with the latest legal and industry guidance. You can click on the logos to access their websites.



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.

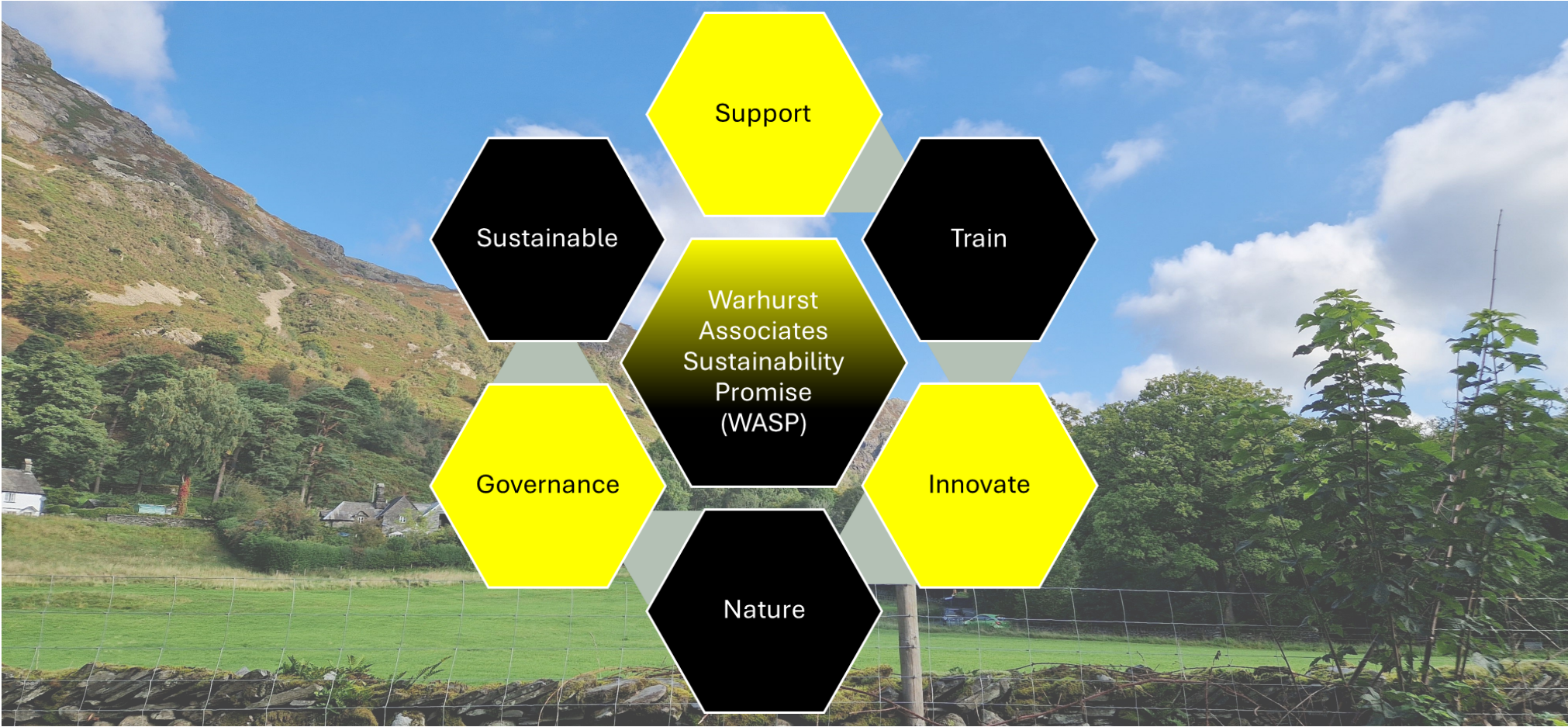
We continue to a Fellow, Registered Food Safety Manager and Auditor and Mentor for the [Institute of Food Science and Technology \(IFST\)](#), a registered consultant for the [Association of Labour Providers \(ALP\)](#) and a trainer for VWA.

Within 2024/25, Warhurst Associates joined the Federation of Small Businesses and became registered with the Information Commissioner's Office. This allows us to provide confidence to our clients that information we store is handled correctly and through the FSB, we have support in managing our own business.





# Sustainability—W.A.S.P





# W.A.S.P

Last year, we introduced our Warhurst Associates Sustainability Promise (WASP) and the concept of our STINGS approach which covers Support, Train, Innovate, Nature, Governance and Sustainability. Each year we will report against our progress under these areas to show what we have achieved and our commitment to our WASP.

### SUPPORT

4 Jobs completed had a direct or indirect impact on our clients Environmental Performance. This includes ISO 14001 auditing, Carbon footprint calculations and training.

7 Jobs completed had a direct or indirect impact on our clients social status. This includes Ethical and H&S standards, supporting at-risk community, trainer verifications.

1 job covered both environmental and social impact for the clients employees and suppliers.

Part of the drafting and main committees for the generation of the BSI Suicide Prevention at Work Standard (see [call out on the next page](#)).

We continue to offer free (and free means free as this is not covered by any grants) support to any food bank, charity, etc. who is solely staffed by volunteers.

### TRAIN

124 people trained in auditing skills with a 88.71% pass rate with VWA.

3 articles around Sustainability auditing published in Transform (IEMA trade journal)

1 article on Ethical Supply Chains published in Food Science and Technology (IFST journal).

Generation of a bespoke Modern Slavery and Sustainability course for Buyers.

Continue to train client employees through our consultancy style auditing approach.

### INNOVATE

1 additional client using the Warhurst Associates Carbon Calculator to measure their carbon footprint.

For each job, we provide the projected total emissions for that job to the client.

### NATURE

65 trees planted through our 1 tree per paid invoice commitment with Tree-Nation (see our [Forest page](#) for more information).

### GOVERNANCE

Carbon Footprint has been verified by the Carbon Footprint against ISO14064-3 and PAS2060.

1 client continues to be approved to ISO 14001

### SUSTAINABILITY

The company continues to be paperless.

Zero waste has been generated by the company.

Company website is Net Zero through Tree-Nation.



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



# ***BSI Suicide Prevention Standard***

During this year, Garry Warhurst (founder) has been a member of the drafting and overview committees for the generation of the BSI standard on preventing suicide in the workplace (BS 30480). This has come about through initially, attending a Suicide prevention conference in June 2024, run by the Jordan Legacy and hearing from Marcus Long (Chief Executive at IIOA) about his journey through the loss of his son to suicide and the need to have a standard to inform and guide businesses in intervention, prevention and support for people affected by suicide.

As this is something which has affected Garry personally several times in his life, he wanted to give something back and with his experience of helping organisations write standards (with the BRCGS Food Safety, Meat Module and Ethical Standards) this felt the best way to do this.

Then in October 2024, at the IFST Conference in Leeds, he meet up again with Richard Werran (Global Director Consumer, Retail and Food at BSI) and discuss this with him. A few emails and calls later, he was on the committees.

Through this support, he has been able to shape the standard with other professionals in this area, to ensure that this provides the best support and guidance it can.

It has been discussed in Parliament and is currently under public consultation until 16/07/25.

Once this period of consultation has been completed, it will be reviewed against the comments raised and updated where appropriate to be launched in 2026.

The link to the Public Consultation is:

[British Standards Institution - Project](#)





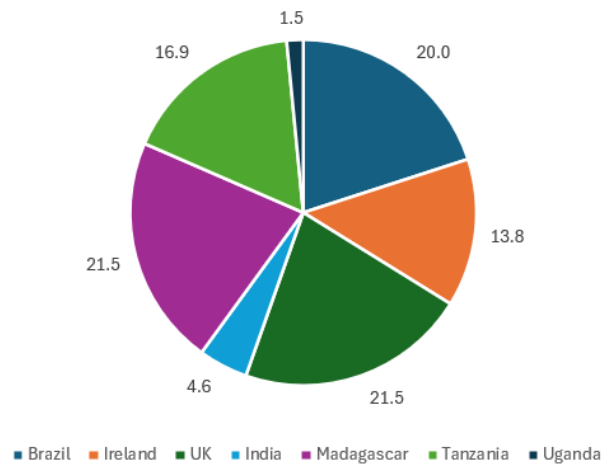
# Warhurst Associates Tree-nation Forest

Through working with [Tree-nation](#), we have planted 65 trees in 7 different countries this year. This provides an offset of 10.16 tonnes CO<sub>2</sub> 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
- Community Tree Planting—Ireland
- Trees for Slender Loris—India
- Preservation of Mt. Elgon Ecosystem and Forest Gardens—Mount Elgon Region—Uganda

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

% of trees planted per Country



## COMMUNITY TREE PLANTING— UK

14 (21.5%) of the trees planted this year have been in the UK. This project enables UK communities to plant native trees in their local public spaces. At just 13%, the UK currently has one of the lowest rates of tree cover in Europe. Working across the UK, this project will increase tree cover, absorb carbon from the atmosphere, and provide vital habitat for local wildlife. It will also provide a vital community link - therefore encouraging both biodiversity and local communities to flourish once more.

A link to the project is [here](#).





# Carbon Footprint 2024/25

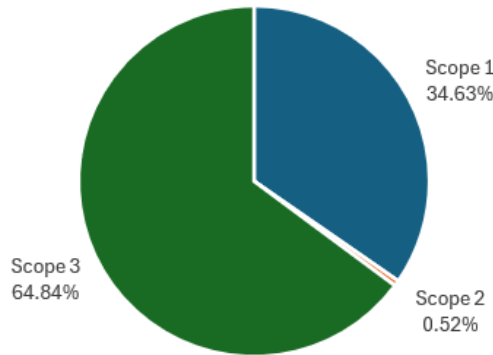
Within this year, we have needed to re baseline the emissions from FY24 due to the purchase of the Barbour Legislation IT software for clients so that the management of their legislation registers is possible. As this resulted in a significant increase in the scope 3 emissions to the business of just under 19%, this was added to the baseline for FY24, so that like for like comparisons can be maintained. Through the year, we have also improved the accuracy of the reporting with updating some of the SIC codes which have been used to calculate the scope 3 emissions to ensure that the most accurate conversion factor is used.

We have seen a drop in our operational emissions (scopes 1 and 2) by 12%. This has been due to an increase focus on the use of trains to travel, rather than car as this accounted for 31.13% of all travel distances being completed by train, compared to only 7.65% in FY24. There were also no flights complete this year.

Although the overall emissions are similar (only a 0.21% reduction) compared to last year, our emissions / revenue (tonnes CO<sub>2</sub>e / £) has decreased by 49.24% as the business increases, making us more efficient in what we do.

Scope 3 emissions have increased by 7.61% due to increased spending on advertising and the carbon neutral audit by Carbon Footprint.

**Scope breakdown for 2024/25 emissions**



	FY24*	FY25	% Change
Location Based Total Emissions (tonnes CO <sub>2</sub> e)	5.1734*	5.1628	-0.21
Market Based Total Emissions (tonnes CO <sub>2</sub> e)	5.1934*	5.1864	-0.13
Operational Scope 1 & 2 Emissions (location based) (tonnes CO <sub>2</sub> e)	2.0624	1.8150	-12.00
Scope 3 Emissions (tonnes CO <sub>2</sub> e)	3.1110*	3.3478	7.61
Total Location Emissions / Revenue (Tonne CO <sub>2</sub> e / £)	0.0001*	0.00006	-49.24
Amount of Water used (m <sup>3</sup> )	19.42	17.83	-8.19
Water / Revenue (m <sup>3</sup> / £)	0.4550	0.2125	-53.30

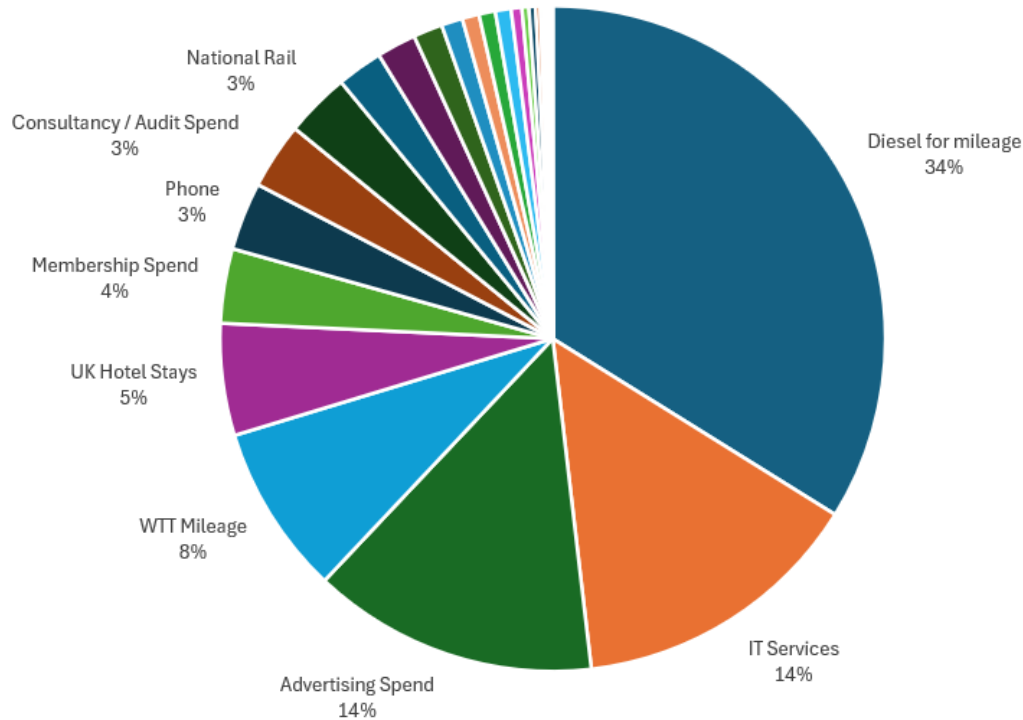
\*Baseline of FY24 updated from last report following re baseline due to purchase of Barbour Legal Support which resulted in an increase in IT Services emissions by just under 19%. This affects only the figures with an \*



# Carbon Footprint 2024/25

The largest emission continues to be driving to clients, events, etc. at 1.748 tonnes CO<sub>2</sub>e, with an additional 0.4268 tonnes CO<sub>2</sub>e for the associated WTT emissions. Together this accounts for 42.14% of the total emissions. This is a decrease from the 47.98% (adjusted 2023/24 figure) from the previous year as the train travel has increased to account for 4.02% of the total emissions from <1% in 2023/24. We will continue to look to increase the train travel in 2025/26. To understand the travel emissions better, we are now measuring the travel within a 50 miles of our base location and this highlights that 60.62% of the journeys completed this year were to a location within a 50 mile radius (1.3261 tonnes of CO<sub>2</sub>e). We will continue to monitor this information to establish the right time for a change to electric / hybrid car which would cover these distances and be cost effective.

**% breakdown of emissions for 2024/25**



As previously detailed, the IT services and advertising (Google Ads and traditional) emissions have increased this year as the business grows. These were 0.7372 tonnes CO<sub>2</sub>e for IT Services and 0.7171 tonnes CO<sub>2</sub>e for Advertising.

Hotel stays in the UK (including London) increased this year from 29 in 2023/24 to 37, increasing the emissions to 0.3958 tonnes CO<sub>2</sub>e (7.67% of the total emission). This is due to the increase travel for the delivery of training for VWA and the need to stay overnight. The emissions from the hotel stays for carry out this training is 43.15% of these emissions.

As the training for VWA increases, the emission associated through this increases. Through the training which has been provided, the associated emissions accounts for 1.05498 tonnes CO<sub>2</sub>e (20.43% ) of our total emissions this year.

Electricity (including WTT and T&D emissions) continues to be very low at 0.0299 tonnes CO<sub>2</sub>e (0.58%) of the total emissions. Although solar panels will be considered when appropriate for the business, this is low priority currently and not cost effective.



# Carbon Neutral & Social Conscious Consultancy

Last year, we reported that we achieved carbon neutral 2 years earlier than projected. We are pleased to report this year we have maintained this, again through the support of Carbon Footprint Ltd. 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 6 tonnes of neutralisation offset through Gold Standard Verified Emission Reductions / Verified Carbon Standard (VCS) carbon reduction projects and planted 6 trees in our local area of Yorkshire and Humber. We continue to recognise that this is only part of our journey and not the end, so we are looking at where we can go next to reduce our emissions and become a more social conscious business. 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 shown on the next page.



Carbon  
Neutral  
Organisation





# ROADMAP TO NET ZERO



## SET BASE LINE

Establish carbon reporting system to measure the baseline emissions.

## CARBON NETURAL

Become carbon neutral against ISO 14064-3 and using verified neutralisation offsets

## REDUCE & MEASURE

Investigate ways of reducing main emissions by changing ways we travel.

Improvement monitoring to establish opportunities

## GREEN WEBSITE

Move our website to green hosting

## SUPPORT

Establish links with suitable charities / organisations to support local communities and nature projects.

Become an IFST Mentor

## TRANSPORT & ENERGY

Review transport and establish appropriate vehicle (electric / hybrid).

Install solar panels

## B-CORP

Become B-Corp certified

## NET ZERO

Target to be Net Zero by FY40.

Completed

Ongoing

Targeted