

EI NET ZERO: 2025 UPDATE & DELIVERY PLAN

March 2026

This report provides an update on progress achieved towards the EI's [Net Zero Pledge](#) in its sixth year and as we have successfully delivered our first interim target date of 2025.

The EI's net zero pledge and Science Based Targets

In May 2020 the EI embarked on an ambitious net zero journey:

- pledging to end the impact of its operations on the climate well before 2050.
- setting Science Based Targets for a 1.5°C warming pathway - GHG emission reductions of 26.2% by 2025, 47.9% by 2030 and 67.9% by 2035.

The commitments have been developed within the Society for the Environment's [Pledge to Net Zero](#) framework. The EI has also signed up to the [SME Climate Commitment](#), which is recognised by the United Nations [Race to Zero](#) campaign.

2025 update

2025 represents the first interim target year for the Energy Institute's net zero commitment. We are pleased to confirm that both Head office emissions and those from Staff travel were within our 2025 target for our 1.5°C science based net zero trajectory.

The following sections give more detail on 2025 emissions and next steps for longer-term delivery of our net zero targets, first for the head office, then for staff travel. The final section discusses how the EI has grown while best practice guidance on net zero has also progressed since we launched our net zero pledge in 2020. We outline the options we will explore in 2026 as we seek to stay at the forefront of delivering the net zero future.

HEAD OFFICE emissions for 2025 were 23.85 TCO_{2e}, well below the baseline year's emissions of 53.02 TCO_{2e} and ahead of our 2025 interim target of 34.40 TCO_{2e}.

During 2025 we built upon improvements in half hourly metering, staff training, and engagements with specialist suppliers to deliver significant improvements in building control. For example, we continued to build upon our shutdown / baseload campaign, with further opportunities identified for implementation in coming years. We achieved further improvements in daytime electricity consumption by implementing a hot desk policy to optimise occupancy of spaces receiving air conditioning and taking account of lower occupancy rates at certain times of the week. These operational, staff engagement and behaviour change projects have delivered our 2025 interim targets and further optimisation in this area will take us part way towards our 2030 target.

We continued to purchase 100% renewables via the top-quality supplier: Good Energy, in addition to our onsite solar array, which supplies around 5% of the head office's electricity.

To stay on track for our longer-term net zero ambitions, during 2025 we laid the path for exciting plans to move the head office completely away from fossil fuels, by removing our final gas boilers. The project continues as we develop the final design for tender and associated planning applications in 2026, with a view to assigning capital funds for delivery once this work is complete.

Beyond 2035, achieving full net zero for the head office will involve deciding how to account for our 100% renewable energy tariff. We currently report on a 'location' basis, i.e. in line with best practice for driving down actual energy demand, as well as avoiding double counting of renewables generation which is already allowed for in the grid average factor for electricity.

As we approach the 2035 timeframe, and following significant emission reductions in line with a 1.5°C pathway, we will review the latest best practice on offsetting to neutralise any remaining unavoidable emissions.

BUSINESS TRAVEL emissions reduced significantly in 2025, reaching 127.38 TCO_{2e}, well below the baseline year's emissions of 305.06 TCO_{2e} and ahead of our 2025 interim target of 229.80 TCO_{2e}. Context for this significant reduction was that in 2025, the UK GHG emission factors for flights were revised downwards to account for higher levels of occupancy in plane travel. This reduction in flight travel emission factors helps to explain the significant fall in emissions in this category. However, scenario analysis confirms that we would still have met our 2025 target, had flight emission factors remained constant, i.e. confirming that there has also been substantial progress on tackling the underlying activity.

Success in delivering our 2025 interim target for business travel has been supported by our staff travel policy which we launched in 2020 and which helps teams avoid flights wherever possible. We also developed department-level targets to allow each team to see their contribution to the pledge. Finally, we purchased state-of-the-art video conferencing facilities for our meeting rooms to help avoid travel wherever possible.

Next steps

The next steps in our net zero journey will be driven by our purpose as an organisation.

This development work will take place in consultation with our teams, contractors and the EI Council to ensure all have a role in steering our net zero ambitions to keep us at the forefront of delivering the net zero future.

Beyond 2025, we have a few decisions to make in terms of how we measure and track our progress. This review partly arises from the context that our average FTE head count has risen by approximately one third since the 2019 baseline year. We will explore all avenues available to minimise the impact of the growth of our team upon our emissions and will only consider adjusting the baseline if necessary and as aligned with best practice guidance.

Important updates in best practice for GHG emission reporting and net zero target setting are also anticipated in 2026, forming a reference point as we develop our trajectory towards 2030 and eventually towards final full net zero status. For example, since the launch of our pledge, the SBTi has released a new sector specific methodology for buildings, as well as a new target validation service. 2026 will also see the release of an updated version 2 of the SBTi corporate net zero standard¹. A new ISO standard, 'ISO 14060 – Net Zero Aligned Organizations' is also under development and due for release as a consultation draft in 2026². In addition, we will also continue to engage with the SME climate commitment on their requirements for scope three reporting and target setting.

One of the primary recommendations from the SBTi consultation process is that organisations revisit their base year and update targets on a ~ 5 year cycle. As the updated guidance referenced above becomes available, and inline with the natural cycle of renewal, the Energy Institute anticipates reviewing the target during 2026, for use from 2027 onwards.

¹ <https://sciencebasedtargets.org/developing-the-net-zero-standard>

² <https://www.iso.org/contents/news/2024/06/netzero-standard-underway.html>

2025 performance: summary

The table below summarises performance to the end of 2025 and supports comparison with the 2019 baseline year, interim years since the launch of the net zero pledge, plus targets for 2025, 2030 and 2035.

2025 performance vs. baseline, interim, & target years

| | 2019 | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | 2025 | | 2025 | | 2030 | | 2035 | |
|--|----------------------------|----------------------------|------|----------------------------|------|----------------------------|-----|----------------------------|-----|----------------------------|-----|----------------------------|-----|---|-----|----------------------------|-----|----------------------------|-----|
| | Baseline year | Performance | | Performance | | Performance | | Performance | | Performance | | Performance | | Science Based Targets for a 1.5°C warming pathway | | | | | |
| | (Tonnes CO _{2e}) | (Tonnes CO _{2e}) | % ** | (Tonnes CO _{2e}) | % ** | (Tonnes CO _{2e}) | % | (Tonnes CO _{2e}) | % | (Tonnes CO _{2e}) | % | (Tonnes CO _{2e}) | % | (Tonnes CO _{2e}) | % | (Tonnes CO _{2e}) | % | (Tonnes CO _{2e}) | % |
| Scopes 1 & 2: Head office emissions* | 53.02 | 42.37 | 17% | 42.28 | 20% | 36.75 | 31% | 36.06 | 32% | 29.49 | 44% | 23.85 | 55% | 34.40 | 35% | 21.20 | 60% | 14.00 | 74% |
| Scope 3: Business travel | 305.06 | 21.49 | 93% | 1.91 | 99% | 99.70 | 67% | 156.52 | 49% | 221.44 | 27% | 127.38 | 58% | 229.80 | 25% | 165.30 | 46% | 100.80 | 67% |
| (of which flights) | 297.70 | 20.90 | 93% | 1.69 | 99% | 97.26 | 67% | 153.48 | 48% | 217.24 | 27% | 124.02 | 58% | | | | | | |
| | 358.08 | 63.85 | 82% | 44.19 | 88% | 136.45 | 62% | 192.57 | 46% | 250.93 | 30% | 151.23 | 58% | 264.20 | 26% | 186.50 | 48% | 114.80 | 68% |

* Includes a small quantity of scope 3 emissions relating to transmission and distribution of electricity consumed at the head office

** % columns reference the % reduction from target's baseline year, i.e. as opposed to year-on-year savings.

2025 performance: detailed view

| | | GHG Emissions (Tonnes CO _{2e}) | | | | | | |
|--|---|---|--------------|-----------------------|---------------|---------------|---------------|---------------|
| | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
| Head office emissions | Scope 1 Natural gas | 25.37 | 25.72 | 27.94 | 22.34 | 19.81 | 14.02 | 10.83 |
| | Scope 2 Purchased electricity (excl. Transmission & Distribution) | 25.49 | 15.33 | 13.17 | 13.21 | 14.96 | 14.21 | 11.79 |
| | Scope 3 Purchased electricity (Transmission & Distribution) | 2.16 | 1.32 | 1.17 | 1.21 | 1.29 | 1.26 | 1.23 |
| Business travel, commuting & homeworking | Flights | 297.67 | 20.90 | 1.69 | 97.26 | 153.48 | 217.24 | 124.02 |
| | Rail (UK and international) | 1.15 | 0.39 | 0.04 | 1.53 | 1.26 | 2.46 | 1.61 |
| | Vehicle (taxi, car, uber, bus) | 6.24 | 0.19 | 0.18 | 0.91 | 1.78 | 1.74 | 1.74 |
| | Commuting* | | | | 10.21 | 12.33 | 16.30 | 19.39 |
| | Homeworking* | | | | 32.93 | 30.74 | 30.85 | 30.33 |
| | | 358.08 | 63.85 | 44.19 | 136.45 | 192.57 | 250.93 | 151.23 |
| | | | | 179.59 | 235.64 | 298.08 | 200.94 | |
| | | | | (inc. HW & commuting) | | | | |

* A review of commuting and homeworking emissions was completed during 2022, we continued to track these emissions for 2025. These emissions are relevant to new working patterns post pandemic. This new data helps us to better understand and manage our scope 3 emissions and to contextualise reductions in head office emissions. During 2026 we will decide whether / how best to re-baseline our targets to include commuting and homeworking.

Appendix: 2025 update

2025 was the 6th year of our net zero campaign. By means of a look back, primary activities since the launch of the net zero pledge include:

- **Investment in head office emission reductions:** Whilst noting that head office emissions have reduced by 55% since the baseline year, we are still pursuing ambitious plans to drive further reductions. To date we carried out benchmarking work, referencing data from the UK Green Building Council and LETI's (London Energy Transformation Initiative) target for commercial offices. We also reorganised the facilities team roles to support delivery of the head office targets. In 2023 we worked upon the Building Management System (BMS), metering, and control improvements. We then capitalised upon these in 2024 / 25, successfully delivering baseload and control improvements.
- **Pilot study for waste emissions:** During 2024 we estimated that our emissions from waste were less than 5 TCO_{2e} and have identified the best way to track these in the future as an extension of our scope 3 emissions.
- **Quantifying our commuting and homeworking emissions:** Since 2022 we have undertaken a staff commuting and homeworking survey to track emissions in line with new working patterns. This helps us to better manage scope 3 emissions and to contextualise reductions in head office emissions as staff work more from home.
- **Implementing our low carbon travel policy:** Since the launch in 2020, we continue to promote the low carbon travel policy which encourages alternatives to flights; be that online, or via other modes of transport. We have also put in place the mechanisms required for department-level GHG emissions reporting, assigning GHG travel budgets to each team, so they can track and manage their contributions to our net zero journey.
- **Investing in state-of-the-art video conferencing:** To maximise the benefit of the online opportunities to meet, we have invested in new state of the art video conferencing equipment at the head office.
- **Improved tracking of business travel emissions:** Travel data is now collected via an updated travel expense form, allowing us to better track our business travel emissions.
- **Powering our head office on 100% renewable electricity:** We first switched to 100% renewables in 2020. This move continues and as of 2024 the contract sits with Good Energy, one of the best respected suppliers of 100% renewable electricity.
- **Maintaining our onsite renewables generation:** We have an onsite solar array which provides approximately 5% of our electricity requirements.
- **Sharing our experience and fostering wider action:** We continue to engage with the wider energy community on the development of the net zero journey. For example in 2020 we ran a conference highlighting the role of energy efficiency in delivering net zero: [Energy Efficiency: The Road to Net Zero](#) and we have successfully delivered numerous standard and custom versions of our ['Net Zero for Professionals'](#) course which we launched in 2023. We also offer free-of-charge our ['Introduction to Net](#)

[Zero'](#) online course to EI Members to increase awareness of the concept and context of Net Zero.