



INSIGHT
ENERGY

SOLAR | BATTERY | EV CHARGERS

IMPACT REPORT

2024-25 IMPACT REPORT | INSIGHT ENERGY RENEWABLES LTD

Leadership Letter

A clear mission drives Insight Energy: to make renewable energy understandable and accessible to everyone. By working hand in hand with individuals and organisations, we design tailored, energy-efficient solutions that support their unique goals and long-term success.

We believe in doing business “the Insight Way”, which means putting our team, community, environment, and wider stakeholders at the heart of every decision. From the toilet paper we use at HQ to the suppliers behind our catering and the solar panels and technology we install on-site, it all matters.

Our first year as a B Corp has flown by. It's been busy, challenging and transformational. Taking a moment to reflect, we're proud of how much we've grown, adapted and achieved, despite a complex business climate.

An indisputable area of impact is the carbon we've helped save through our installations and advice- and it's something we're incredibly proud of. But just as meaningful are the quieter investments we've made behind the scenes. Like backing our team, saying yes when they want to watch their kids at sports day and offering the reassurance that they'll be seen quickly if they ever need hospital care. We can also confidently stand behind the products we install, knowing they're not only the best on the market, but come with fully traceable, responsible supply chains. Or using Seedling to track and improve our own carbon footprint, so we're always keeping accountable. We could go on- and if you're curious, there's plenty more to explore over the next few pages.

One of the best aspects of being a B Corp is the constant drive to improve and the accountability that comes with it. We're heading into the next year with big ambitions and we're excited to turn that ambition into an even bigger impact.

KRISTIAN DAY AND GARY GIBSON, CO-FOUNDERS OF INSIGHT ENERGY.



Our journey...

Becoming a B Corp last year felt like a natural next step for us. It wasn't about chasing a label- it was about putting a stamp on what we've believed from day one: **that business can, and should, be a force for good.**

We made the decision to go for B Corp certification because it fits with who we are and where we're heading. At Insight Energy, we've always aimed to do the right thing- whether that's helping clients cut carbon, supporting our team, or making more sustainable choices in how we operate. The B Corp framework gave us a way to measure that impact properly and push ourselves to keep improving.



...to B Corp

We can honestly say that going through the B Lab Impact Assessment has really shaped how we think as a business. It encouraged us to take a bigger step back and look at the full picture- thinking not just about profits or individual projects, but about how our decisions affect every stakeholder: **our people, our clients, our communities and the planet.** That shift in mindset is something we've taken forward in everything we do.

It's also helped strengthen our culture, guide more intentional decision-making and build even greater trust with our clients and partners. Being part of the B Corp community connects us with others who are doing business differently, and we're proud to be on that journey- with plenty more still to come.

STACEY GIBSON | OFFICE MANAGER & SUSTAINABILITY



Our Impact Score

Providing context for improvement and progress...

We're proud to have earned an overall B Impact Score of 103.8, more than double the median score of 50.9 for ordinary businesses.

This result places us well above the 80-point threshold required for B Corp Certification, reaffirming our dedication to responsible governance, people, planet and community.

But we're not stopping there. We are continually looking at ways we can improve and increase our impact.



- 103.8 | Our overall Impact Score
- 80 | Qualifies for B Corp Certification
- 50.9 | Median score for ordinary businesses

Governance Score 16.8

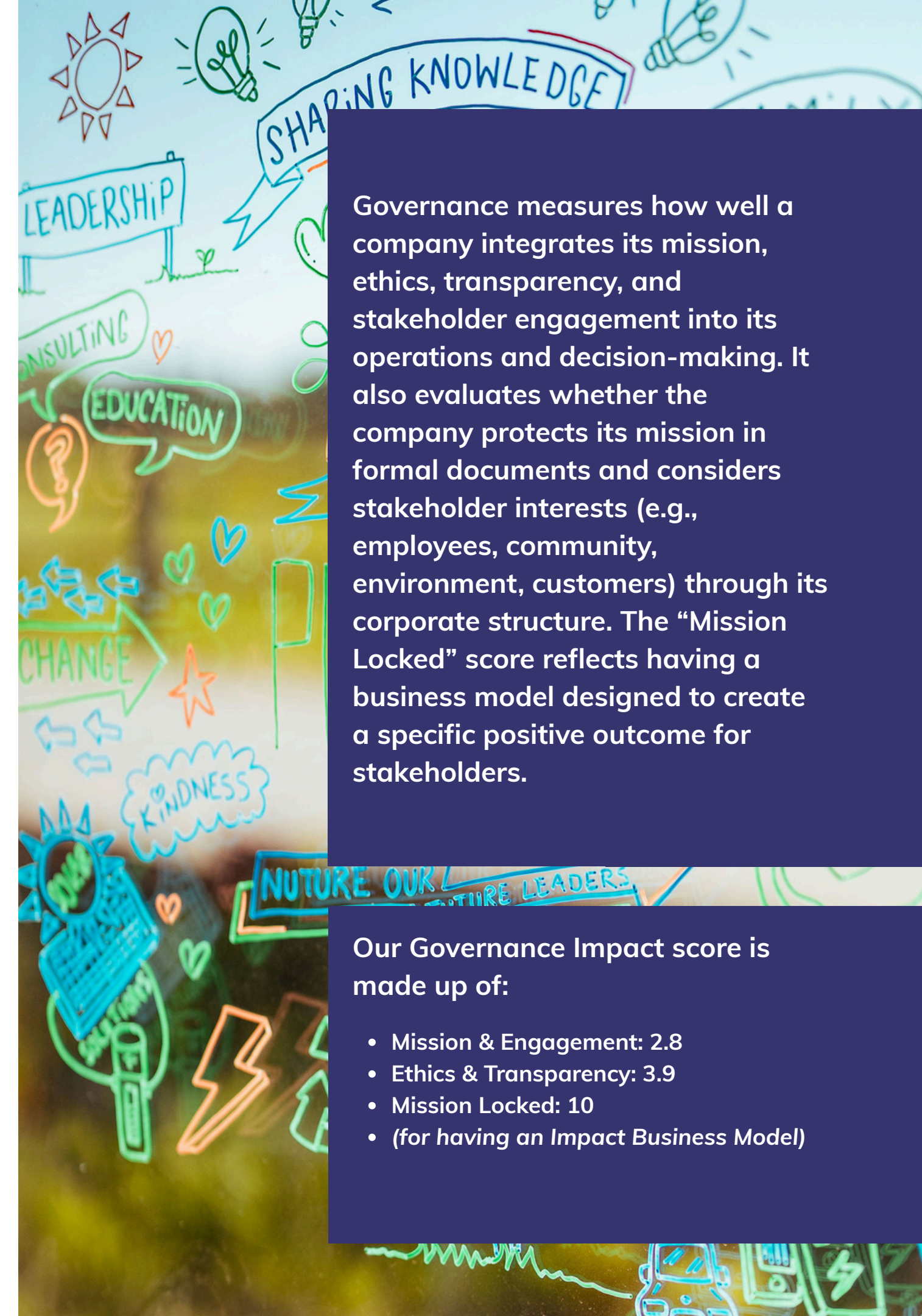


ACTION	B CORP PILLAR	IMPACT AREA	NOTES
Policy reviews	People	Governance	This year, we undertook a full review and update of all company policies to ensure they reflect the highest standards of ethical business, inclusivity, and sustainability. By aligning our policies with B Corp best practices, we've strengthened our governance framework, reduced compliance risks, and embedded our commitment to people and planet into the way we operate every day.
Reviewed staff working hours	People	Governance	We reviewed and updated staff working hours to ensure greater consistency while enhancing flexible working opportunities. This change reflects our commitment to fair, transparent governance and to building a workplace culture where employee wellbeing is integral to decision-making.

Governance measures how well a company integrates its mission, ethics, transparency, and stakeholder engagement into its operations and decision-making. It also evaluates whether the company protects its mission in formal documents and considers stakeholder interests (e.g., employees, community, environment, customers) through its corporate structure. The “Mission Locked” score reflects having a business model designed to create a specific positive outcome for stakeholders.

Our Governance Impact score is made up of:

- Mission & Engagement: 2.8
- Ethics & Transparency: 3.9
- Mission Locked: 10
- (for having an Impact Business Model)





**“Leading with purpose,
transparency and
accountability- ensuring
every decision reflects our
values and our commitment
to people and planet.”**

Workers Score 26.9



ACTION	B CORP PILLAR	IMPACT AREA	NOTES
Living Wage Commitment	People	Workers	We reviewed all staff salaries and ensured every team member is paid at least the UK Living Wage, reinforcing our commitment to fair pay, equality, and valuing the people who make Insight Energy possible.
Health & Wellbeing	People	Workers	From 1 January 2025, we introduced Vitality health insurance for all staff, providing comprehensive cover to support their physical and mental wellbeing.
Life-First Flexibility	People	Workers	We encourage our team to attend important life moments- like school sports days or nativities- without using holiday, offering flexibility to make up the time if needed. Because some things are too important to miss.

The Workers category measures how a company supports its employees' financial security, health, safety, wellness, career development and overall engagement. It also recognises business models that directly benefit workers- such as employee ownership (at least 40% owned by non-executive staff) or workforce development programs that help individuals facing barriers to employment. The focus is on creating a fair, safe and supportive workplace that fosters both personal and professional growth.

Our Workers Impact score is made up of:

- Financial Security: 9.0
- Health, Wellness & Safety: 6.6
- Career Development: 4.5
- Engagement & Satisfaction: 5.2



Workers Score 26.9



ACTION	B CORP PILLAR	IMPACT AREA	NOTES
Rewarding Loyalty	People	Workers	We introduced an additional holiday allowance of one day for each full year of service (up to five days), recognising and rewarding the commitment of our team members.
Growing Our Own Talent	People	Workers	This year we celebrated internal promotions for Tom, Eddie, Jack, and Ed- investing in career growth and recognising the hard work and potential within our existing team.

“We’re committed to creating a workplace where fairness, wellbeing, and growth aren’t perks- they’re the standard.”

Case Study Workers

Investing in Our People– The Insight Way

We believe progress isn't just measured in kilowatts or carbon savings- it's in the growth of our people.

This year, we're proud to highlight the journeys of Nathan, Tom and Jack- three brilliant examples of what's possible when talent is nurtured, supported and trusted to lead.

- Nathan and Tom both earned internal promotions and stepped into new responsibilities, taking on gold card status and managing complex projects from start to finish. Their leadership on site is helping us deliver exceptional work- and shaping the next generation of skilled engineers.
- Jack joined us as an apprentice and has grown into a fully qualified electrical engineer, with hands-on experience across solar, battery storage and EV charging systems. His journey is a testament to the long-term investment we make in our team- from day one to professional accreditation and beyond.

These aren't isolated stories- they're part of a wider commitment to career progression, continuous learning and giving our people room to thrive. When we say our people are more important than our profits, we mean it.



Customers Score 3.1



ACTION	B CORP PILLAR	IMPACT AREA	NOTES
Insight Hub	Community	Customers	Our office-based Insight Hub offers an educational resource and hands-on learning about renewable energy, helping businesses and local residents understand their options. We share knowledge to demystify the technology and empower informed decisions- always with no hard sell to buy.
Sustainable Product Choice	People	Customers	We are increasing our use of DMEGC bi-facial solar panels, chosen for their efficiency and full traceability from source. We want to ensure clients are aware of quality, ethical production, and environmental responsibility at every stage.

The Customers category assesses how a company serves and protects its customers through product and service quality, ethical marketing, data privacy and security and customer feedback processes. It also recognises products or services that address specific social issues- such as health, education, arts, serving underserved populations, or helping other organisations improve their social impact. The focus is on responsible, ethical and impactful customer relationships.

Our Customers Impact score is:

- Customer Stewardship: 3.1 - this score looks at how a business treats and supports its customers. Ensuring that the company's products and services are not just high-quality, but also ethical, transparent and designed to create positive impact.





Case Study Customers

Creating Space for Smarter Energy Decisions

On 1 May, 8 July, and with our next session on 16 September, we are really proud of InsightHUB- an informal, expert-led space for businesses curious about taking their first steps into renewable energy.

These sessions are designed for asking burning questions, learning from us as industry specialists, and taking the time to reflect without sales pressure. We know these are big decisions and they deserve to be made from a fully informed position.

We focus on sharing clear data, honest facts and practical industry insights... all served alongside some really good (and locally sourced) independent coffee.

A person's hands are shown holding a smartphone. The phone's screen displays a financial dashboard with a large number '4.26' and various charts and icons. The background is a blurred office setting. A quote is overlaid on the image in white text.

“We put our customers at the heart of our mission—offering honest guidance, transparent solutions, and products that create real, lasting impact without pressure or compromise.”

Environment Score 42.5



ACTION	B CORP PILLAR	IMPACT AREA	NOTES
GHG Monitoring	Planet	Environment	We've partnered with Seedling to track and analyse our greenhouse gas emissions, giving us accurate data to reduce our carbon footprint and drive continual environmental improvement.
PV Panel & Equipment Recycling	Planet	Environment	We ensure all old solar panels and related equipment are responsibly recycled, with clear tracking in place to guarantee materials are recovered and waste is minimised.
Sustainable Travel Choices	Planet	Environment	When travelling for work, we choose sustainable hotels wherever possible, supporting businesses with strong environmental practices and reducing our trip-related footprint.

This category assesses a company's environmental management practices and its impact on air, climate, water, land and biodiversity. It considers both direct operational impacts and supply chain effects, as well as innovation in environmentally friendly production and products. High scores are awarded for creating renewable energy, reducing waste, conserving resources, using less toxic alternatives and educating others about environmental issues. The large score in the "Renewable or Cleaner-burning Energy" impact model reflects Insight Energy's core business of providing clean energy solutions that deliver measurable environmental benefits.

Our Environment Impact score is made up of:

- Environmental Management: 4.1
- Air & Climate: 1.6
- Water: 0.5
- Land & Life: 2.8
- Renewable or Cleaner-burning Energy (Impact Business Model): 24.3

Environment Score 42.5



ACTION	B CORP PILLAR	IMPACT AREA	NOTES
Carbon-Reducing Technology Partners	Planet	Environment	<p>We use QR codes to direct customers to digital documents instead of printing, cutting down on paper use and reducing our environmental impact.</p> <p>Through our Hovercode subscription, 1% of our spend goes directly to projects that remove CO₂ from the atmosphere, turning everyday tools into climate-positive action.</p>

“We believe every business decision is an environmental decision- so we choose the path that protects the planet while powering our success.”



Case Study Environment

Accountability at every stage of the process. As part of our commitment to reducing environmental impact, we've started to specify DMEGC bi-facial solar panels across our installations. These panels not only deliver excellent performance and efficiency, but they also come with complete supply chain traceability- giving us and our clients confidence that the products we install are responsibly made from source to site.

This level of transparency matters. By choosing panels with traceable materials and ethical manufacturing standards, we're aligning our projects with both environmental and social responsibility goals. It means our clients can be sure their investment in solar isn't just driving carbon reduction and cost savings, but also contributing to a cleaner, fairer energy supply chain.

Community Score 42.5



ACTION	B CORP PILLAR	IMPACT AREA	NOTES
Charitable Engagement	Community	Community	This year, we've stood alongside causes close to our hearts- supporting Brave Futures in their mission to protect and empower young people, including the Whole Hog challenge, and rallying behind other charities championed by our staff, customers, and their families. We believe that every act of kindness adds to the positive ripple we can create together.
Work Experience Opportunities	Community / People	Community	We welcomed school-age students for hands-on work experience, giving them a real-world insight into the renewable energy industry and inspiring the next generation.
Supporting Local Suppliers	Community	Community	Wherever possible, we choose to source from local businesses- from our milkman and coffee roaster to our food hall and photographer. It's our way of keeping investment in the community, reducing transport emissions, and building lasting local partnerships.

This category measures how a company engages with and positively impacts the communities it operates in, hires from and sources from. It covers diversity and inclusion, economic contributions, charitable giving, civic engagement, and responsible supply chain practices. It also recognises business models that address community challenges- such as poverty reduction through fair trade, supporting microenterprises, cooperative models, local economic development and formal commitments to charitable giving. The focus is on creating shared value and building stronger, more equitable communities.

Our Community Impact score is made up of:

- Diversity, Equity & Inclusion: 1.9
- Economic Impact: 6.1
- Civic Engagement & Giving: 1.8
- Supply Chain Management: 1.8

Case Study Community

We believe sustainability is just as much about the small, everyday choices as it is about the large-scale projects we deliver.

That's why we've built a culture of environmental and community responsibility into the way we run our business day to day. We source our milk and fruit from a local milkman, support independent roasters for our coffee, and turn to Suffolk Foodhall for business lunches and catering- keeping our supply chains local, reducing packaging and backing small businesses in our community.

We've also been deliberate in choosing products that minimise environmental impact. From eco-friendly cleaning supplies like Method and Neat, to sustainable toilet roll from Who Gives a Crap, we prioritise brands that share our values and deliver positive change. These decisions may seem small in isolation, but together they reflect our commitment to walking the talk- proving that sustainability isn't just something we deliver for our clients, it's embedded in how we live and work every day.





**“We’re building better
business and strengthening
our communities through
local partnerships,
charitable giving, and
meaningful connections, to
create lasting impact.”**

What next?

Our journey doesn't stop here. We're committed to continuously raising the bar- for our clients, our communities, our team and the planet.

Over the next year, we'll be implementing new initiatives to strengthen our impact, from deepening our sustainability practices and expanding renewable technology offerings, to enhancing how we support our people through culture, training and wellbeing.

These steps are all part of our mission to create a business that delivers smarter energy solutions today, while building a fairer, more sustainable tomorrow.

GOAL	NOTES
Conduct Annual Energy Efficiency Audits	Track monthly energy use against the previous year, review the office energy efficiency policy annually and use Seedling guidance to inform improvements. Target date: January 2026. Projected emission reduction: 0.23 tCO₂e
Recycle Office Food Waste	Introduce a food waste bin in the office and share simple tips with staff on reducing food waste before recycling, such as meal planning, proper storage, and creative use of leftovers. Target date: January 2026. Projected emission reduction: 0.48 tCO₂e
Expand EV Salary Sacrifice Scheme	Open existing Octopus EV salary sacrifice scheme to all employees (currently directors only), subject to credit line availability. Target date: February 2026. Projected emission reduction: 3.55 tCO₂e
Improve Office Waste Recycling	We will introduce clear recycling systems across the office, including indoor bins and external collection points. Prioritise recyclable materials when purchasing office supplies. Target date March 2026. Projected Emissions reduction: 0.84 tCO₂e
Supplier & Subcontractor Emissions Engagement	Reduce Scope 3 emissions through engaging service-based suppliers to measure and reduce their emissions. We'll support this through best practice sharing and request subcontractors to record mileage for Insight-related jobs as part of our updated policy. Target date: September 2026. Projected Emissions reduction: 7.03 tCO₂e
Transition Fleet to Electric Vehicles	Phase out combustion-engine vehicles by monitoring lease end dates and switching to electric or hybrid alternatives. Target date: November 2030. Projected emission reduction: 21.98 tCO₂e

#theinsightway



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Powering a Sustainable Tomorrow...

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