



Groundsure Impact Report - Financial Year 2025-26

Groundsure B Corp Impact Report FY26

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Introduction from the CEO, Malcom Smith

This year marks our 25th anniversary, making it a particularly special year to celebrate. We have built on the strong foundations laid over previous years, and we continue to build teams that support initiatives which underpin our B Corp certification. Our strategic goals continue to reflect our purpose; to lead the way in environmental and climate insight in property and land transactions. We have expanded into new and complementary markets, enabling us to support a broader range of customers and respond to their evolving needs.

This year, our focus has shifted, as we work with ecologists and streetwork contractors to meet their new regulatory requirements to effectively assess sites for Biodiversity Net Gain potential and soil quality to enable accurate waste classification. On an industry-wide initiative, we created a forum for collaboration between decision makers and interested parties to address emerging contaminants in property transaction decisions which we anticipate will develop in the coming year.

I continue to be impressed by the enthusiasm of our people to learn and develop, and this year we have taken specific steps to support this. For example, two staff members are working in degree apprenticeships, consolidating their experience - giving them a springboard to develop their careers. Our mining team has hosted interns, giving them the opportunity to build their skills by providing them with valuable work experience to take their next steps. I believe in building talent through experience and this year we created a Future Leaders team to develop skills through experience and training, and as a result, they are more closely involved in Groundsure's strategic delivery plans. It is an area we intend to develop further in the coming year.

We continue to celebrate and develop a diverse, equitable and inclusive work environment so that our people are comfortable and empowered to contribute. We recognise the challenges of an environment that is heavily reliant on degree candidates but we have taken action to encourage a wider and more inclusive reach whilst at the same time engaging our people and understanding their needs, so we can respond accordingly.

We are aware of our environmental footprint and, whilst small, it is important to manage our operations. We report our emissions and this year, we have offset them with high-integrity carbon credits. In the coming year we will establish a Net-Zero Action Plan and work to develop our staff awareness of the personal measures they can take to manage their environmental footprint.

I am proud that Groundsure leads the way and are recognised with a number of awards:

- Winner of the Southern Enterprise Awards for ClimateIndex;
- Search Provider of the Year - Modern Law Conveyancing Awards;
- Best Industry Supplier Fundraising - Agents Champion Awards;
- Silver - Most Impactful Social Community Programme - Reward Gateway Awards.

The year ahead will see us preparing for B Corp V2 recertification in late 2027, and I'm excited about the challenge of pushing ourselves further and stretching our purpose to create even greater impact.

1. Making Better Environmental Decisions

1.1. Introduction

Groundsure has always focused on helping customers make better environmental property decisions. By combining trusted environmental data, expert insight and practical digital tools, we give property professionals the information and confidence they need to understand environmental risks, assess opportunities and make informed decisions. This year has been no different, working with new clients to provide effective methods to comply with new regulations, improving our data and how to address emerging contaminants.

1.2. Biodiversity Net Gain

Biodiversity Net Gain (BNG) is changing the way development interacts with nature. By understanding biodiversity opportunities and potential constraints at an early stage, property professionals can make more informed decisions, reduce risk and identify opportunities to enhance natural habitats as part of the development process from the outset. However, the data required to assess biodiversity is often distributed across multiple sources, making it time-consuming to collect, review and interpret.

By working closely with ecologists, we have developed a product that brings these data sources together within an accessible, GIS-based tool that streamlines both data collection and assessment. This enables property developers to identify biodiversity considerations earlier, better understand opportunities and any constraints, make informed decisions as projects progress and embed biodiversity considerations from the beginning.

1.3. Groundsure Explorer

Environmental and geotechnical consultants continually look to make their assessment processes faster, more efficient and effective. Explorer, our environmental data workspace, has now been live for 12-months, providing users with a flexible way to access and assess data without relying on printed PDF reports. Explorer is integrated into our Insights platform, and it offers users multiple ways to interrogate and review information, helping to reduce the need for paper-based reporting and making key data readily accessible when it is needed.

The mobile-compatible platform also enables consultants to take their data with them when working on-site. Users can capture site information, whilst on site, helping to simplify data compilation and support more informed assessments. These features have been developed in response to customer feedback, with a focus on geoenvironmental professionals to simplify their assessment processes, improve data collection and make better use of information - both in the office and on site. It also provides opportunities to work collaboratively, by sharing the data between environmental and civil engineering disciplines.

1.4. Street Works UK: Material Classification Protocol

In 2025, new street works waste classification legislation was introduced to ensure that materials excavated during road and utility works are appropriately assessed, classified and managed. Under the new waste classification requirements, the completion and submission of a Desktop Risk Assessment (DRA) is required to help identify soils that require testing and determine the most appropriate route for their disposal. This can make the assessment process time-consuming, particularly when relevant environmental and site data needs to be gathered from multiple sources.

Working with groundwork consultants and contractors, we have developed an effective data gathering process that creates the Groundsure Street Works DRA that brings the required information together in one place. This helps users streamline the Desktop Risk Assessment process, to identify areas requiring further investigation and support more informed decisions around soil testing and disposal enabling more efficient process delivery.

1.5. Partnering with OS on data development

We work closely with our strategic Partner the Ordnance Survey® who supply us with data on historical and current land uses. In the on-going development of their new National Geographic Database (NGD), Groundsure often provides feedback about current land uses and their classification, to build a dataset that provides up to date information that would be valuable to environmental decision makers, regulators and even the emergency services.

1.6. Emerging Contaminants Impact on Land and Transaction

The topic of per- and polyfluoroalkyl substances (PFAS) is of increasing concern due to their widespread use and persistence - earning them the description of 'forever chemicals'.

As awareness of the potential environmental impacts of PFAS continues to grow, regulatory action is beginning to unfold. In February 2026, the UK government published a PFAS strategy, highlighting the increasing focus on the understanding of PFAS sources, tackling PFAS pathways, and managing and reducing the risks associated with these substances.

To better understand the current position, we convened a round table discussion of legal professionals in June, to explore the emerging regulatory position, the industry's understanding of PFAS and the potential implications for the environment and those responsible for managing contaminated land and environmental risk.

The PFAS topic will continue to develop rapidly with evolving regulation, growing scientific understanding and insight into the increasing implications for property and environmental professionals. We will continue to work with our customers and the wider industry and further develop a pragmatic process of managing PFAS risks in property transactions.

2. Making a Better Business

2.1. Building a More Inclusive Workplace

We have now completed two consecutive annual, anonymous Equity, Diversity and Inclusion surveys with all Groundsure staff. We use these to understand who we are and use the results to support the development of targets for the following year. Last year, for example, we noticed that we were receiving fewer responses from home-based workers and non males. We focused on this, and in this current year response rates for these groups increased by 28% and 10% respectively.

Our current gender ratios are:

	Female	Male	Non- Binary
Management Board		100%	
Executive Board	50%	50%	
Managers	52%	47%	
Employees	41%	57%	2%

Employee demographics based on survey respondents

Segment	Demographic	%
Sexual orientation	Non heterosexual	21%
Ethnicity	Non white	13%
Religion/Faith	Religious	22%
Disability/Health condition	Answered yes	25%
Caring responsibilities	Carer	29%

Inclusion and Social Mobility

This year, we have reviewed our recruitment processes to ensure that inclusion is embedded throughout. We have also extended our reach by using specialist recruitment websites that focus on a range of underrepresented groups, helping our vacancies reach a broader and more diverse audience. Additionally, we've implemented neutral language in job adverts and we are adopting a structured interview process to minimise the impact of any potential bias.

We recognise that there are challenges in attracting a range of applicants. This is largely due to the fact that our offices are located in areas where the local population is predominantly white ethnicity, and many of our entry-level roles require a degree-level qualification. As a

result of this, we've started to review our degree requirements in entry roles. We are conscious that these factors can influence the diversity of our applicant pool, and we are continuing to explore ways to provide broader access to our opportunities and ensure that our recruitment practices are as inclusive and accessible as possible.

We are committed to creating career opportunities that enable people to build their careers locally and remain within Cornwall. As part of this commitment, this year we started our first Geoscience degree apprenticeship through Keele University, providing a local member of staff with an opportunity to access degree-level education and develop their career while staying in the county.

This year, we hosted two summer interns who were local student graduates in Cornwall, providing them with valuable practical work experience. This has proven an effective way to develop skills and confidence, while giving graduates an opportunity to gain experience. Both graduates have since joined us on a full time basis.

Affinity Groups

Building on the success of our wider Diversity, Equity & Inclusion work in encouraging colleagues to share personal experiences and cultural perspectives, we established an LGBTQ+ Affinity Group. The group aims to increase awareness, foster understanding and inclusion, and provide a supportive and respectful space where colleagues can connect, share experiences and access peer support.

Neurodiversity Workplace Needs Assessor

We have strengthened our internal neurodiversity expertise through a Level 4 Workplace Needs Assessor qualification completed by a member of our HR team. This has enabled us to carry out four neurodiversity workplace needs assessments, providing consistent, evidence-based support and reasonable adjustments for neurodivergent colleagues. This helps improve inclusion, wellbeing and employee experience while reducing reliance on external support.

2.2. Risk Management

This year, we achieved full ISO 27001 certification, providing customers with reassurance that we have robust systems and processes in place to protect information, manage data securely and continually improve our information security practices.

2.3. Environmental Impacts

Groundsure reviews its impacts across its operations and value chain. Our material impacts are:

- Energy consumption through our vans;
- Business travel;
- Hotel occupancy;
- Working from home;
- Commuting.

We monitor other aspects including waste, water use and procurement of consumables - including computers and peripherals. We do not operate in an area of water risk, or have facilities in ecologically sensitive areas, and are not involved with animal husbandry.

2.4. Managing our Emissions

Groundsure continues to monitor and report its greenhouse gas emissions using the UK Greenhouse Gas (GHG) Protocol. Our methodology remains consistent with previous reporting years, with the 2025 published conversion factors used for the current assessment. We have adjusted our accounting codes to make it easier to accurately categorise and distinguish purchasing information.

Having set a baseline in FY24 we increased our Scope 3 reporting in FY25 to include commuting. We are continuing to cut our emissions year-on-year on both an absolute and intensity basis. Actions this year have included:

- FY26 28% carbon reduction on FY25;
- Installation of trackers on vans to manage mileage;
- No long haul flights were taken; and
- Our Head Office, Brighton, is powered by electricity alone and this is fully supplied by REGO backed renewable energy tariff.

	FY26	FY25
Scope 1	-	-
Scope 2	21.50	34.64
Scope 3	119.18	160.69
Total emissions tCO2e	140.69	195.34

We have selected to offset emissions from FY24 with high integrity carbon credits. We have selected projects that represent our values.

- Emissions avoided
 - Conserving the Amazon in Brazil -112 tCO2e
- Carbon removed
 - Regenerative Farming, Lithuania - 26 tCO2e

- Biochar - Surrey - 12 tCO₂e
- Reforestation Laguna de Terminos, Mexico - Jaguar habitat - 55 tCO₂e

Through these actions, we aim to move beyond emissions measurement towards a structured and measurable pathway to Net Zero, while continuing to embed climate considerations into our wider business strategy.

- Create and publish a Net Zero Action Plan, including measurable actions and non-emissions-based target;
- Offset FY25 emissions with high-integrity carbon credits focused on carbon removal;
- Identify further opportunities to reduce business travel, vehicle mileage and operational emissions, with a specific target to reduce our Scope 2 van emissions by 30%;
- Consider implementation of cost based Scope 3 emissions reporting through expenses capture.

2.5. Sustainable Suppliers

We work with many data suppliers as Partners. Typically these are government bodies or QANGOs. As these can be sole suppliers of the relevant data, this restricts our potential suppliers, but they are UK-based, regulated and at low risk from poor sustainability and ethical practices. However, we believe that we should assess our major suppliers on an annual basis to ensure that our suppliers continue to adopt sustainable processes. When it comes to our major suppliers, we request that they complete a questionnaire and (as far as is possible) agree to our Third Party Code of Conduct. For all new potential suppliers we complete a desk-based governance audit for sustainability issues including human rights and environmental stewardship topics which we then repeat annually.

This year we increased both the audit coverage of our major suppliers, but also the overall proportion of suppliers complying with our Third Party Code of Conduct. It has been encouraging that we've seen a rise in the detail in responses and that the process of auditing can support the drive for change.

2.6. Giving Back

Being part of the wider community builds strong relationships between Groundsure and our local stakeholders, our people and customers. This year has seen an increase in our staff members participating in volunteering days. More people are seeing the benefit of their efforts, with 72% of our staff participating in activities such as volunteering, HOT mapping sessions or fundraising - up from 65% last year.

Sponsorship

Sponsorship continues to be central to our contribution to the community. Our ongoing sponsorship of Camborne Rugby Football Club, close to our Cornwall office and in an area of

significant deprivation, provides a wonderful community focus. Not just for the children but the wider community. We also share our enthusiasm with our customers and regularly attend games there and are proud to be able to share in the teams' successes.

This year we took a different approach to our other sponsorships. Previously we sponsored one environmental organisation. This year we decided to split our sponsorship amongst organisations with an environmental focus, local to Brighton and Cornwall offices and providing opportunities for staff to volunteer. We became a QGIS sponsor, giving back to a project whose open-source tools we rely on and helping to support the wider community and industry that benefit from them. This year we Partnered with:

- QGIS - provider of open source GIS software;
- Kernow Conservation (Conservation Trust);
- Wildlife Sussex (Wildlife Trust);
- Tree Action (Community Orchard Planting); and
- Children's Hospice South West (Rainbow Run).

Volunteering

Each member of staff has a volunteer day available to them, to support a charity of their choice. It can be a matter of personal connection or we also run company-wide volunteering days, often linked into Partners we sponsor. This year has seen us get involved with water vole release, tree planting, beach cleaning, foodbank packing, and working in animal welfare centres.

Alongside this we encourage staff to use their GIS skills to support our monthly HOT mapping initiative. Fifty seven percent of staff members volunteering at least one lunch break to provide urgently needed mapping skills to help meet the rising number of global humanitarian challenges.

Fundraising

In July, we used our annual Thames Cruise to bring our customers together while raising £10,248 through donations for Prostate and Breast Cancer UK Charities.

We also encourage our people to support and contribute to their communities. This year, Groundsure matched £6,209 of staff fundraising, to support a wide-range of charities including local foodbanks, the Samaritans, Women's Centre Cornwall and MindOut (LGBTQ mental health project).

Over recent years we have encouraged an ethos of ensuring usable items are shared. This reduces our waste and increases our positive impact. This year, we donated 47 second hand laptops to Rosewood Free School and Great Oaks School - both based in Southampton, and a Foosball table to Bentswood Hub, a local youth club based in Haywards Heath, Sussex.



3. Governance

3.1. Listening to our stakeholders

We place our customers and wider stakeholders at the centre of our decision-making. The views and interests of our customers, employees, suppliers, local communities and shareholders are considered across our business, from product development and service improvements to community investment and charitable partnerships.

We have processes in place with all our stakeholders that enables us to identify emerging needs, respond to stakeholder expectations and ensure that our sustainability priorities remain relevant to the communities and markets that we serve.

3.2. Process and Responsibility

We manage our sustainability performance through a structured, annual Plan -Do -Check -Act (PDCA) cycle, informed by a clear understanding of our stakeholders and their priorities, which forms the foundations of our approach. Day-to-day management, review and target setting is the responsibility of the Executive Board and is under the oversight of our Governing Board.

3.3. Overall Approach

This governance system establishes clear accountability for sustainability, supported by annual review, target-setting, implementation and continuous improvement. It ensures that our B Corp and wider sustainability commitments remain resourced and integrated into the way Groundsure operates.

Groundsure is a leading UK environmental and climate data authority. We have 25 years experience giving land and property professionals expert information on risks, including land contamination, flooding and ground stability, as well as forward guidance on potential climate risks to advise their clients in the transaction. We champion a customer-first ethos, by putting our customers at the heart of everything we do.

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