

SUSTAINABILITY STRATEGY

*ADE's ambitions to reduce
carbon emissions and support
progress towards a more
sustainable world*



OUR VISION

ABOUT ADE

At ADE, we believe the energy transition is about squeezing every drop of value from the renewable energy we produce. Why let heat from data centres vanish into the air, or turn off our wind turbines? The UK must stop wasting energy and start harnessing it. This will cut bills, create jobs, and fuel growth.

Energy users have been treated as passive consumers for too long; consumers for whom bills are high and just keep getting higher. **ADE: Demand** and our members are re-writing this story. We are creating the conditions for every household, business and factory to take the decision to decarbonise and use the vast reservoir of consumer-led flexibility this creates to help the grid and their bottom line.

The UK wastes as much heat as every building needs for its heating; at a time when many struggle to afford their heating. **ADE: Heat Networks** and our members think there is a better way. We are building the networks that channel heat from renewables, rivers, and even data centres into homes. Today, they're a £5 billion opportunity; by 2050, they could be £100 billion.

The current energy system wastes too much of what we have and makes too little use of what we need. Decarbonisation is an opportunity to create a better, more rational and much smarter energy system that truly works for consumers.

COMMITMENT AND SCOPE

Sustainability is central to ADE's purpose and values. Alongside our advocacy work to mitigate the impacts of climate change, we are equally committed to embedding sustainable practices within our own organisation. To lead by example, we have established a dedicated Sustainability Team that brings together diverse perspectives and fosters collaborative decision-making.

This team provides effective oversight of our environmental initiatives and ensures they align with our values. Responsibility for delivering our sustainability strategy rests with the Operations Manager, who has integrated this commitment into our three-year Operations Strategy. This integrated approach reflects our dedication not only to environmental sustainability but also to advancing equity, diversity, and inclusion (EDI) across all aspects of our work.

Over the past year, the Sustainability Team has identified and implemented several key areas for action to enhance our sustainability practices:

- Implementing opt-out meat-free catering at all events.
- Opting for more sustainable procurement.
- Joining the Climate Perks programme to award employees additional annual leave when opting for sustainable travel.
- Opting to join the Heat Scheme to support employees in opting for renewable energy uptake.
- Tracking and reporting our carbon footprint annually.

Looking ahead, the team will continue to meet quarterly to oversee data collection for our carbon reporting and to explore new ideas and initiatives that further our sustainability goals.

REPORTING AND ACCOUNTABILITY

Putting words into action: Our Commitment to reporting our Carbon Footprinting

As part of our commitment to lead by example in sustainability, we have introduced an annual carbon footprint report to systematically track and report our carbon emissions.

Following an externally conducted emissions report for the financial year 2022–2023, we established an internal sustainability team and monitoring system to better understand and manage the carbon impact of our operations. This includes emissions related to office energy use, commuting, homeworking, IT equipment, travel to and from events, and accommodation.

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To ensure robust data collection, responsibility is shared across the organisation as follows:

- Office Energy Use (including water and electricity): Collected by the Sustainability Team, with annual data retrieved by the Operations and Wellbeing Manager.
- IT Equipment: The Operations and Wellbeing Manager compiles a comprehensive inventory based on input from our IT team.

REPORTING AND ACCOUNTABILITY

- Commuting, Homeworking, Event Travel, and Accommodation: Staff are responsible for submitting their individual data. An annual survey is circulated to gather commuting and homeworking information, while a separate survey must be completed at the point of expense submission for travel and accommodation, coordinated by the Finance Manager.

The purpose of our annual report is to identify clear, actionable KPIs for reducing our carbon emissions. Based on the data collected for 2024–2025, the most impactful opportunities for reduction lie in two key areas:

- Supporting staff to switch to renewable energy providers or install renewable energy solutions in their homes.
- Encouraging a shift toward cycling as a primary mode of commuting.

To support these goals, we are joining the Heat Scheme, who's mission is to work with companies to help employees "slash(...) heating bills & carbon emissions and, above all, improve comfort at home". Additionally, we will continue to promote our Cycle to Work scheme, which has been in place since 2014, and will conduct staff surveys to better understand the incentives or changes that might support more sustainable commuting choices.

Heat Networks Demand



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