



STABLE

A NEW WAY OF WORKING

Sustainability Strategy

2024-25



Stable is committed to harnessing the power of technology and innovation to create a sustainable future.

By aligning our goals with leading industry standards, we aim to make a significant and positive impact on the environment and society.

We have already made significant use of renewable energy across our business and have developed a strategy to retain and expand our use of these services within the company with a longer-term target of achieving net zero.

Our strategy includes maturing our posture through continuous improvement as we drive systemic change across our operations and supply chain.

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|| OUR VISION

Enabling the future of work through **technology, inclusivity** and **innovation**.

|| WHAT WE DO

We are Stable. We pioneer new ways for teams to collaborate and innovate with technology being the enabler.

We are the leading supplier of freelance resources to Microsoft UK and we provide technology solutions and skills-based training for clients eager to embrace the future of work.

Collaboration

Contribution

Integrity

Openness

Professionalism



Our Locations

Stables Head Office, Stable Studios, is in Cardiff, Wales. This is where the majority of Stable colleagues are based.

We also have a satellite office in the North of England where a number of our Finance team are based.

Stable proactively encourages a work-life balance and empowers colleagues to work from their homes or other authorised locations for their wellbeing.



Net Zero Commitment

Stable has set a goal to achieve net zero emissions by 2030.

The initial phases of the plan involve calculating and monitoring our current standing.

We will then seek to reduce direct and indirect carbon emissions by enhancing energy efficiency and investing in renewable energy initiatives to deliver our services.



Key Areas of Focus

1. Decarbonising Operations

Energy Efficiency: Implement energy-saving technologies and practices across all operations.

Carbon Negative by 2030: Remove more carbon than we emit, striving to become carbon negative by the end of the decade.

2. Sustainable Energy Solutions

Investments in Renewable Energy: Target prospective clients across the energy sector to support large-scale renewable energy projects, including solar, wind, and hydroelectric power.

On-Site Generation: Retain the use of 100% renewable energy which is already in place (solar and backup etc.) for our head office with training and incentives for all remote workers. We will also work with site owners for sub-offices to seek improvements where Stable does not own the buildings.

3. Supply Chain Emissions

Supplier Engagement: Collaborate with suppliers to understand their carbon footprint and sustainable practices to make informed decisions.

Scope 3 Emissions: Set ambitious targets to reduce emissions across our supply chain, including cloud use and service lifecycle.

4. Data and Measurement

Advanced Analytics: Use advanced data analytics tooling and AI to monitor and optimise our carbon reduction efforts.

GHG Accounting: We will account for Scope 1, 2 and 3 emissions each year and have these audited to ISAE (UK) 3410 standards.

Transparent Reporting: Maintain transparency in reporting our progress and challenges, ensuring accountability, with an aim to release public facing documentation by year end 2026.

ISO14001:2015: Aim to achieve ISO14001:2015 certification by the end of 2025.

Progress and Achievements



Stable Studios runs from Solar Panels placed on the roof and as a contingency we have a supply agreement with an energy provider who supplies electricity generated from only renewable/sustainable sources. Our CO2 emission saving through solar is 4,140kg equivalent to 251 trees planted.

We don't have any gas supply to our Head Office, and we have energy efficient appliances on site to manage water consumption and have limited air conditioning units.

We use low power devices for our teams to work from and have no local data centre. We use the Microsoft Public Cloud which is Carbon Neutral.

Travel by road, air or rail is only used when necessary as we champion distanced working.

For business purposes, we only use EVs and offer colleagues who have these vehicles free, on-site charging, which is powered by our Solar Panels.

Colleagues can take advantage of a Salary Sacrifice scheme for vehicles but can only purchase EVs via this offering.

We monitor our waste through our waste disposal partner, ensuring we recycle everything that we can and receive regular reports. Colleagues are educated on recycling best practice and pointed in the right direction through training to ensure they take these practices home with them. We don't manufacture products as are a service-based business.

Colleagues are encouraged to use renewable energy providers at home, recycle and to seek to install EV charging points where possible.

We have dedicated members of our Operations Team whose key responsibility is managing our environmental risks and policies, reporting on our GHG emissions, managing the monitoring and controls in place and provide reports on required areas of improvement.

69% of our income comes from clients who have set Net Zero targets with the majority of these being by 2030. We also target market segments that support renewable energies.

We conduct Scope 1, 2 and 3 emissions assessments and are currently going through an audit to report on our 2019 to 2024 performance. Stable has seen significant growth during this time period so we are expecting higher levels year on year, but we can then seek areas of improvement once we've seen the full reports and can then set specific, measurable goals.

We are continuously improving our tooling and monitoring processes to understand our internal and supply chain consumption and ways of working. Moving to the next financial year we will be seeking to achieve ISO14001:2015 to further embed this.



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Challenges and Opportunities

Rapid Growth and Prioritisation: As a 2023 Financial Times Fast Growth 100 company, we have planned maturity around Sustainability and factored this into our growth plans.

Data Quality: Improving the accuracy and availability of data to make informed sustainability decisions is a top priority. This is becoming more complex as we grow, so investing in the right people and tools to support with this is key.

Complex Landscape: Correctly monitoring and understanding reporting requirements regarding our impact and goals isn't easy when it's a new agenda item for a fast-paced business. Ensuring we capture this in our ways of working, align with our values and remain compliant to industry standards is something we are now focussing on.

Behavioural Change: Fostering a culture of sustainability throughout the business, our stakeholders and partners is essential for long-term success. Regular training, public facing reporting and being proactive in telling our story will help with this.



Future Plans

Ambitious Goals: Continually set and revise carbon reduction targets, focusing on both short-term achievements and long-term aspirations.

Collaboration: Partner with industry leaders, government agencies, and NGOs to drive collective action on sustainability.

Continuous Innovation: Embrace innovative technologies and practices to stay ahead of the curve in sustainability efforts.

Learning: Provide colleagues with the up-to-date information and support they need to fully understand their impact towards Net Zero.

Certification: ISO14001:2015.

Reporting: Annual, public facing reporting on our journey including emissions data.

Get in touch

Stable Studios
1 Talbot Street
Pontcanna
Cardiff
Wales
CF11 9BW

✉ info@stable.co.uk  www.stable.co.uk  02921 051 010



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