



RED
SIX

REDSIX **IMPACT** **REPORT**

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A MESSAGE FROM OUR FOUNDER

RedSix is committed to fostering a sustainable future where economic prosperity, environmental stewardship, and social equity harmoniously coexist. In line with our dedication to transparency and accountability, we are pleased to present our annual Sustainability Impact Report.

Throughout this report, you will find evidence of our commitment to reducing our environmental footprint, promoting social justice, and driving positive change .

Thank you for your interest in our sustainability efforts.

Gareth Davies - CEO of RedSix.

OUR B-CORP JOURNEY SO FAR

In 2024, RedSix made the decision to start our B Corp journey as we realised our mission and values aligned closely with the B Corp mission.

Throughout this journey, we are working across all areas of RedSix to evaluate our impact, ensuring that we uphold the values that have guided us from the start while identifying opportunities for improvement.

We have structured our report to align with the B Corp sections to allow for year-on-year comparisons and align our efforts with other B Corp companies.



OUR MISSION

Our company's foundation is built on social and environmental values, using our business to inspire and implement solutions to reduce carbon emissions within the construction sector.

At RedSix, we exist to accelerate the transition to a net zero future by providing expert guidance rooted in both technical excellence and ethical responsibility. We partner with clients to navigate complex challenges, reduce carbon footprints, and embed sustainability into the core of their operations — all while holding ourselves to the same high standards we set for others.

OUR VALUES

Our values aren't just statements, they're principles we live by, shaping how we lead, collaborate and drive change.

Humility

We listen before we lead. We stay curious, collaborative, and open to learning — because the best solutions are built together.

Integrity

We act with purpose and principle. Our guidance is always honest, ethical, and in the best interests of people and planet.

Honesty

We offer clear, transparent advice, even when it's the hard thing to say, because trust is built on truth.

Experience

We bring proven expertise. With decades of combined experience, we know how to navigate complexity and deliver tailored, high-impact solutions.

Reliability

We're consistent and dependable. Our clients count on us to show up, follow through and get the job done, to the highest standard, every time.

COMMUNITY

We exist to serve more than just our clients. We exist to serve our communities. Whether we're delivering education through free CPDs, partnering with local initiatives, or mentoring the next generation of sustainability professionals, we aim to have a positive ripple effect. Being based in Wales and working across the UK, we recognise the power of place-based impact and are committed to inclusive growth, skills sharing, and giving back.

Championing Inclusive Opportunities

At RedSix, we're committed to creating meaningful pathways into the sustainability sector for people of all backgrounds. Currently, 16.7% of our team is made up of individuals from age groups typically underrepresented in the workforce — including those under 24 and over 55. We recognise the value of diverse perspectives across generations and actively foster a culture where experience, curiosity, and innovation are equally valued.

Breaking Down Barriers To Entry

We believe a career in sustainability shouldn't be limited by traditional qualifications. That's why 16.7% of our team joined us without a university degree — a reflection of our belief in skills-based hiring, ongoing training, and real-world experience. Through mentorship, CPD opportunities, and a collaborative culture, we aim to support the growth of every team member, regardless of academic background.

Giving Back Through Purposeful Partnerships

2024 marked the beginning of our charity partnership with bigmoose, a mental health and homelessness prevention charity. As part of our commitment to community engagement, we launched internal fundraising activities and matched employee donations. Our inaugural Christmas Quiz raised vital funds to support bigmoose's mission, and we're excited to deepen this relationship in the years to come — with new initiatives already in the pipeline. Giving back is not just a seasonal effort at RedSix — it's a core part of who we are.

WORKERS

Our people are our greatest asset. At RedSix, we cultivate a workplace that is inclusive, empowering, and committed to personal and professional growth. Whether it's through carbon literacy training, flexible working, or opportunities to lead on high-impact projects, we believe that supporting our team supports our mission. We're proud to be building a culture where people feel valued, heard, and connected to a collective purpose.

Putting People First with Fair Pay and Benefits

At RedSix, we believe that every employee deserves to feel secure, supported, and valued. That's why we proudly pay above the Living Wage and offer private healthcare and life insurance to all employees — not just as perks, but as essential foundations for wellbeing. We know that when our team is cared for, they're empowered to do their best work.

Supporting Growth at Every Stage of Life and Career

Whether it's stepping into a new role or stepping into parenthood, we're here to support our team every step of the way. We offer enhanced parental leave to give our employees the time and space to focus on life's most important moments. Alongside this, we provide professional development and lifelong learning opportunities, ensuring every team member has the tools and encouragement to grow in their careers. High employee satisfaction isn't just a metric for us — it's a reflection of the trust, respect, and care we embed into our culture.

Upholding Integrity and Accountability in Everything We Do

Integrity is a core pillar of how we work — with each other and with our clients. We're committed to maintaining the highest standards of transparency and ethics, meeting third-party verified standards that ensure objectivity and credibility. As an inspiring B Corp, we hold ourselves accountable not just to shareholders, but to our team, our clients, and the wider world.

ENVIRONMENT

Protecting the planet is at the heart of everything we do. As sustainability consultants, we help clients navigate the transition to lower-carbon, higher-performance buildings — but we're equally committed to reducing our own operational footprint. From prioritising remote work to tracking and reducing emissions, we continuously evolve our practices to ensure we're walking the talk. Our environmental impact isn't a byproduct — it's a benchmark for success.

Building a Certified Framework for Impact

At RedSix, we don't just advise on sustainability, we live it. That's why we're proud to be certified under ISO 14001, the international standard for environmental management systems. This certification guides how we assess and reduce our environmental impact across all areas of our operations, ensuring that we lead by example when helping our clients transition to a lower-carbon future.

Tracking and Reducing Our Emissions

Understanding our footprint is essential to reducing it. We use Gopher-Zero to measure and report on our Scope 1, 2, and 3 emissions, allowing us to set meaningful, science-informed reduction targets. By regularly reviewing our impact and sharing our progress, we remain transparent and accountable in our efforts to decarbonise — both internally and across the projects we influence.

Offsetting Responsibly and Powering Sustainably

While reduction is always our first priority, we recognise that credible offsetting plays a role in addressing unavoidable emissions. We've partnered with a certified carbon offset programme to ensure our offsets are high-quality and verifiable. In addition, we've taken steps to reduce our digital footprint — including using renewable energy to power our web servers — reflecting our belief that every detail matters when it comes to climate responsibility.

EVIDENCE

This section showcases the tangible actions we've taken to reduce our environmental footprint, support our community, and operate with integrity. From certified carbon reduction plans to renewable energy choices and ethical partnerships, these data points and case studies reflect our commitment to walking the talk. As a consultancy rooted in sustainability, we know that meaningful impact starts with holding ourselves accountable.

Powered by Renewable Energy

By switching to 100% renewable electricity through Octopus Energy, we've already prevented 750kg of CO₂ emissions in the past year from our digital infrastructure alone. This is a small but meaningful example of how internal decisions — like where we source our energy — contribute to our larger environmental commitments.

Measuring and Reducing with Gopher-Zero

As part of our environmental accountability, we've partnered with [Gopher-Zero](#) to create a live carbon reduction plan. Scope 3 emissions are our largest impact area — particularly employee commuting (0.96 tCO₂e) and business travel (0.19 tCO₂e), which gives us a clear focus for reduction. This platform helps us lead by example, tracking not just our operational footprint, but the long-term reduction of it.

Partnering with Ecologi to Offset Carbon

To complement our reduction efforts, we partner with [Ecologi](#) to fund verified climate solutions. So far, we've funded 1,304 trees and avoided 144.61 tonnes of CO₂e through global reforestation and clean energy projects. These actions contribute to our wider environmental goals while supporting projects aligned with the UN Sustainable Development Goals (SDGs).

CUSTOMERS

We believe in partnership over transactions. Our clients trust us to guide them on their journey to decarbonisation and environmental compliance and we take that trust seriously. Whether we're supporting a housing association, developer, or local authority, our goal is always to deliver transparent advice, technical excellence, and measurable impact. When our customers succeed in meeting their sustainability goals, we succeed in advancing ours.

Delivering Excellence Through Certified Standards

Our clients trust us to deliver high-impact, reliable sustainability services — and we hold ourselves to the highest standards to honour that trust. As an ISO 9001 accredited organisation, we've built a robust quality management system that ensures consistency, accountability, and continuous improvement across every project. Whether we're delivering complex compliance work or strategic consultancy, our clients can count on our commitment to quality at every stage.

Listening, Learning, and Improving Together

At RedSix, we see client feedback as a tool for growth. We actively monitor and review customer satisfaction, sharing results internally to identify areas where we can refine our processes, improve communication, and deliver even better outcomes. This culture of listening and learning helps us build long-term, trust-based relationships, where client goals become shared goals.

Backing Purpose-Driven Organisations with Practical Support

We believe in using our skills to support those driving positive change. That's why we offer our services to social enterprises, charities, and purpose-led businesses at reduced rates, giving them access to expert sustainability support regardless of budget. It's one of the many ways we align our business model with our mission — helping more organisations accelerate their journey to net zero and beyond.



A YEAR AHEAD...

As we continue to grow RedSix, our focus remains on using business as a force for good — not only within the built environment but within our own walls. 2025 is set to be a landmark year as we deepen our commitment to people, planet, and purpose.

Here's what we're working towards in the year ahead:

Governance

Achieve Certified B Corporation status, formally recognising our commitment to balancing profit with purpose.

Integrate social and environmental performance principles into staff onboarding, ensuring every new team member understands our values and the role they play in creating impact from day one.

Environment

Begin tracking the environmental metrics of our client projects, helping us quantify the impact of our consultancy and provide greater transparency to the organisations we serve.

Community

Launch new fundraising efforts and increase our support for our charity partner, Bigmoose, through events, donations, and team-led initiatives.

Strengthen our approach to volunteering, donations, and community investment, ensuring we're giving back meaningfully and strategically.

Customers

Develop systems to track and report the impact of our services, helping clients clearly see how our work contributes to their sustainability goals and broader ESG performance.

These goals mark the next step in our journey — not just as a consultancy, but as a mission-led business committed to lasting change. We look forward to updating you on our progress throughout the year.