

CORNWALL INSIGHT
CREATING CLARITY

2025

Sustainable Development Goals



www.cornwall-insight.com

Executive Summary

Our vision is to deliver comprehensive insight that enables businesses, markets and policymakers to succeed in the energy transition.

We believe that a responsible approach towards employees, suppliers and local communities, the environment and society is an essential part of our success.

In line with this responsibility, Cornwall Insight embeds [ESG principles](#) across our business and has identified where we can contribute to the United Nations (UN) Sustainable Development Goals (SDG).

Our solutions for helping our customers succeed in the net zero transition are delivered through our suite of analysis, consultancy and training services.

We are developing metrics to quantify how the services we provide to clients contributes to their own ESG priorities, to further support how we show Cornwall Insight's activity promotes the UN SDGs.

Cornwall Insight is the pre-eminent provider of research, analysis, consulting and training to businesses and stakeholders engaged in the Great British and Irish energy markets. We are widely recognised for our objectivity and commitment to facilitating positive market and policy change, whilst also advising customers.

UN Sustainable Development Goals

Of the 17 UN SDG's, 10 are applicable to us and are grouped into three key areas that reflect our Group-wide ESG activity. Whilst we do not directly contribute to the other seven SDGs, we operate in way that does not detract from them.

PEOPLE

- 3 - Ensure healthy lives and promote wellbeing for all at all ages
- 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- 5 - Achieve gender equality and empower all women and girls
- 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- 10 - Reduce inequality within and among countries

CARBON FOOTPRINT

- 7 - Ensure access to affordable, reliable, sustainable and modern energy for all
- 12 - Ensure sustainable consumption and production patterns
- 13 - Take urgent action to combat climate change and its impacts

SUSTAINABLE DEVELOPMENT

- 9 - Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation
- 17 - Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development



CEO Statement

Our commitment to sustainability is embedded in our culture and the support we provide our clients in helping them realise their goals. This report demonstrates how Cornwall Insight strives to promote outcomes in line with the UN's Sustainable Development Goals, grouped by 'People', 'Carbon Footprint', and 'Sustainable Development'. It also complements our Group-wide ESG policy.

The Board, senior management and colleagues aspire to continually learn and improve how our activities can contribute to a fairer and more sustainable future. While the Sustainable Development Goals can appear daunting, we believe that we all have a role to play in creating an environment for our colleagues, clients and communities to participate and improve our collective actions for a more equitable outlook.



Dan Morris
CEO
Cornwall Insight



People

Our people are our greatest asset and our approach to attracting and retaining talent is pivotal to our ability to deliver our mission. By developing a wonderful community within the business, promoting health, nutrition and mental wellbeing we support each other and our communities, creating an inclusive culture.

Cornwall Insight has achieved an [Investors in People Silver accreditation](#). This recognition is a significant milestone for us and highlights our unwavering commitment to fostering a culture of excellence in the workplace.

We are committed to helping our employees advance their skills and careers by engaging and empowering them through mentoring, training and development to achieve their professional goals.

We continue to build a culture of diversity and inclusion within our workplace and in our leadership, empowering employees to bring their authentic selves to work every day.

We support local charities and communities by choosing a local charity, nominated and voted on by our staff, where the proceeds of our fundraising efforts go towards for the year. We have also recently partnered with the Norfolk Community Foundation to use the expert skills of our staff within the business to support local charities who would benefit from them.



People



Ensure healthy lives and promote wellbeing for all at all ages

Studies have shown that eating a variety of plants a week promotes good gut health, so we provide an array of fresh fruit, berries, and salad for everyone to help themselves to. We also provide dairy and non-dairy options for breakfast and fresh filtered water is available in all our offices. We source this from local providers where possible.

Our Wellbeing Committee was established in 2023. This staff-led group develops and maintains a positive culture of physical, psychological, and emotional wellness among the Cornwall Insight Team.

The Disability Allies Group, also established in 2023, gives a focus on normalising long-term health conditions and disabilities in the workplace. This is done by knowledge sharing, improving recruitment and onboarding, and raising awareness on hidden disabilities including deafness, neurodiversity and restricted sight.

We encourage our teams to take regular breaks and to eat their lunch in the breakout areas provided.

We offer private medical insurance to everyone, which proactively supports good healthy habits.

We have qualified mental health first aiders, an employee assistance programme and provide training for managers on wellbeing, men's health and women's health. We also celebrate World Mental Health Day in October by closing our business for the day for everyone to do something that supports their own mental health and wellbeing.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We are an equal opportunity employer, fully committed to a policy of treating all employees and job candidates equally.

Two of our five key Values are "Empowerment" and "Excellence" which empowers everyone in the organisation to explore and be curious. Everyone has a personal development plan and are encouraged to own it developing their careers and knowledge.

We offer internal and external training solutions plus a generous training budget to enable our people to excel in their field. We have provided management training to relevant staff on leadership skills and supporting employee wellbeing.

We are part of the Apprenticeship Levy Scheme in the UK which currently supports two apprentice programmers to learn whilst they are employed by us. In addition, we offer a 16-month programme to provide professional training and experience to graduates, which is followed by a guarantee of employment following successful completion of the programme to help them become young energy professionals.

In 2025, we partnered with the Norfolk Community Foundation under the Good for Good scheme. This scheme puts our staff in contact with local charities and allows them to volunteer to provide targeted support to the charity, through means of project development; strategic leadership; or learning and development.

People



GOAL 5

Achieve gender equality and empower all women and girls

We are passionate about gender equality and strive to have a balanced gender balance at all levels of leadership.

We use an applicant tracker system for all of recruitment which automatically removes anything that identifies gender and age from the application, to ensure all are reviewed anonymously.

Everyone has unconscious bias training when they join us, which is refreshed annually.

We work closely with organisations that help empower women within the Energy Industry such as POWERful Women.

Leadership training is available to everyone and in 2024-25 we promoted 14 people with six being female.



GOAL 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We support economic and inclusive growth across all of our jurisdictions and beyond, which creates diverse work supporting our purpose of driving the net zero transition.

We provide high-quality training both internally and externally, helping our people gain the right skills for the future needs of the organisation and the wider communities.

We offer apprenticeship, year in industry and graduate programmes at our Norwich office, which enables young people to join the organisation early in their career to gain valuable experience.

We are recognised as a real living wage employer and are committed to ensuring all of our employees are paid fairly for the work that they do.

Cornwall Insight has developed a new enduring process to continually engage with our suppliers to understand their own levels of engagement with sustainability. Using these results, we will be able to choose our preferred suppliers for goods and services as those who are committed to developing more sustainable and ethical business practises. We are reviewing the process this year in order to capture more relevant information and improve response rates.



GOAL 10

Reduce inequality within and among countries

We are passionate about reducing inequality, by working together with all our leaders on equality, enabling everyone in the business to have the opportunity to develop their careers and focus on the areas they are passionate about.

Our colleagues are located in many different locations, including Great Britain, Ireland, Italy, Spain and Turkey.

We ask all our business partners, suppliers and customers how they are doing to reduce inequality across the globe.

Carbon Footprint

Our purpose is to deliver comprehensive insight that enables businesses, markets and policymakers to succeed in the energy transition. Our insight services support our customers in navigating the complex worlds of low carbon electricity generation, sustainable energy supply, flexibility services, and e-mobility. These include forecasts of energy costs, revenue opportunities for developers seeking to invest in low-carbon generation and storage assets, and the market rules and regulations that underpin the energy markets.

Through our consultancy work, we provide advice to the companies developing the assets and infrastructure that are essential to decarbonising our energy grids.

As well as supporting the industry in its efforts to decarbonise, we believe it is our responsibility to rapidly and effectively reduce our carbon footprint.

In the absence of legal requirements, we have committed to bring emissions down to net zero by 2035 by reducing our emissions across our operations and supply chain. Our latest carbon emissions data shows we are on track to meet this goal. More information is available in our [Annual ESG Report](#).



Carbon Footprint



GOAL 7

Ensure access to affordable, reliable, sustainable and modern energy for all

We support the public and private sector on the best route for procuring low carbon power, and in some instances exploring Corporate Power Purchase Agreements (CPPAs), where a customer contracts directly with a renewable electricity generator for its output.

Our advisory services enable such clients to proceed into agreements for procuring low carbon power with confidence that the agreements are appropriate for their risk appetite and support low carbon generation. During 2024-25 we delivered support to over 150 different organisations, public and private, on their own net zero journeys. This included advisory services for more than 30 organisations involved in power purchase agreements (PPAs) encouraging investment in wind, solar and other renewable energy sources.

Our forecasting and expertise play a crucial role in discussions on energy affordability. In response to the energy crisis, we supported a range of public sector and charitable bodies by providing critical information about opportunities to mitigate the impact of historically very high prices.



GOAL 12

Ensure sustainable consumption and production patterns

Our Carbon Emissions Reductions Plan includes how we work with our suppliers to bring down the impact on the environment of goods and services we rely on as a business. Additionally, all of our UK offices are run on 100% renewable electricity supply contracts.

Our Sustainable Supplier Policy establishes our commitment to work with a supply chain that operates in an ethical, sustainable, safe and responsible manner, which in turn will encourage innovation as suppliers seek to maintain competitive advantage.



GOAL 13

Take urgent action to combat climate change and its impacts

We have committed to a net zero target of 2035, 15 years ahead of the UK and European Union's 2050 target. Our strategy includes a plan to reduce our climate impact through our energy consumption, business travel, commuting, working from home and supply chain.

Our net zero targets are validated by the Science Based Targets initiative.

We have focused our efforts on real and immediate reductions and will only pursue carbon offsets at the point they may become necessary to offset unavoidable emissions.

We have a target for all offices to have 80% and 100% of electricity consumption from qualified renewable sources by 2025 and 2030, respectively. We are on track to meet this target, as currently all our UK offices are run on 100% renewable electricity supply contracts.

Sustainable Development

The Cornwall Insight Group has offices around the world and works with clients and suppliers in many markets and jurisdictions.

We are committed to working with suppliers that meet our values and to share our knowledge and experience with clients and vendors to improve sustainable development goals.



Sustainable Development



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

At the heart of our business is our objective to help our clients succeed in the energy transition. Our analysis, consultancy and training services are all designed to help infrastructure owners and developers, and users of energy infrastructure, to achieve sustainable solutions and outcomes.

In 2024-25 we have supported over 150 organisations in their own net zero journey and provided analysis and advice supporting over 30 transactions relating to investments in net zero aligned assets or companies.



Strengthen the means of implementation and revitalise the global partnership for sustainable development

We hold decarbonisation-themed forums, bringing together over 100 organisations to share best practices and learn about developments in e-mobility, net zero and renewable generation.

Our Sustainable Supplier Policy identifies preferred suppliers and ensures that our supply chain operates in an ethical, sustainable, safe and responsible manner. We survey suppliers regularly to assess if they align with our values.

We are active in our local communities, sharing our experience of implementing our ESG and Net Zero Strategy, to support their Corporate Social Responsibility practices.

In FY25 we designed our Community Energy Support programme, which will enable eligible groups that share our values and promote sustainable low-carbon outcomes with access to our services at a reduced price. This is set to be launched in FY26.

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