

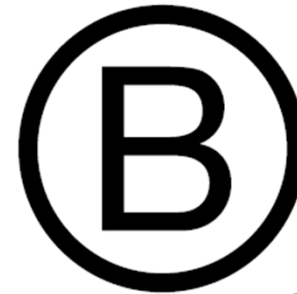
B IMPACT REPORT DECEMBER 2025

Reporting year 2024-25

cec

cornwall
environmental
consultants LTD

Certified



Corporation



Headquarters

Cornwall, United Kingdom

Certified Since

December 2024

Industry

Environmental consulting

Sector

Service with Significant
Environmental Footprint

Operates In

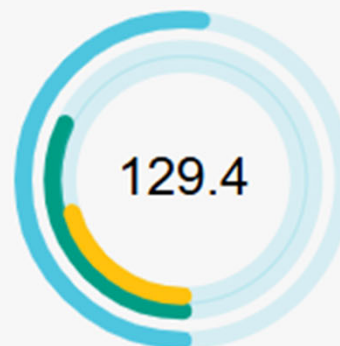
United Kingdom

Website

www.cecenvironment.co.uk

Overall B Impact Score

Based on the B Impact assessment, Cornwall Environmental Consultants Ltd earned an overall score of 129.4. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 129.4 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

Community 28.9

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management. In addition, this section recognizes business models that are designed to address specific community-oriented problems, such as poverty alleviation through fair trade sourcing or distribution via microenterprises, producer cooperative models, locally focused economic development, and formal charitable giving commitments.

| | |
|--------------------------------|-----|
| Diversity, Equity, & Inclusion | 4.8 |
| Economic Impact | 4.3 |
| Civic Engagement & Giving | 3.1 |
| Supply Chain Management | 1.3 |

+ Designed to Give 12.6

What is this? A company with an Impact Business Model is intentionally designed to create a specific positive outcome for one of its stakeholders - such as workers, community, environment, or customers.

Workers 31.5

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. In addition, this section recognizes business models designed to benefit workers, such as companies that are at least 40% owned by non-executive employees and those that have workforce development programs to support individuals with barriers to employment.

| | |
|----------------------------|-----|
| Financial Security | 7.2 |
| Health, Wellness, & Safety | 8.7 |
| Career Development | 4.4 |
| Engagement & Satisfaction | 7.3 |

Environment 49.9

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company's operations and, when applicable its supply chain and distribution channels. This section also recognizes companies with environmentally innovative production processes and those that sell products or services that have a positive environmental impact. Some examples might include products and services that create renewable energy, reduce consumption or waste, conserve land or wildlife, provide less toxic alternatives to the market, or educate people about environmental problems.

| | |
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| Environmental Management | 5.0 |
| Air & Climate | 2.6 |
| Water | 2.0 |
| Land & Life | 3.0 |

+ Land/wildlife Conservation 23.3

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Governance 15.7

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| | |
|-----------------------|-----|
| Mission & Engagement | 2.9 |
| Ethics & Transparency | 5.2 |

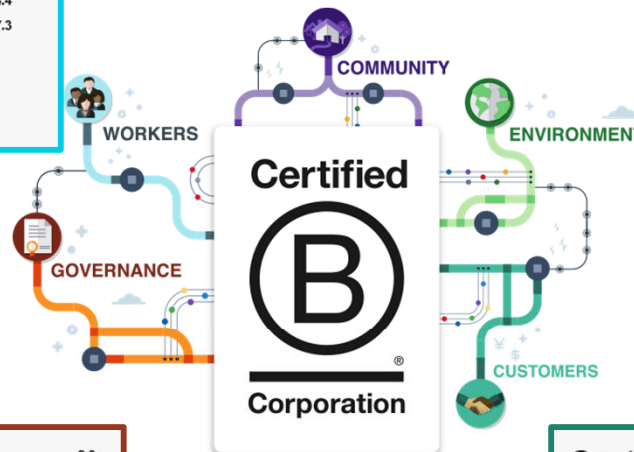
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Customers 3.3

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| | |
|----------------------|-----|
| Customer Stewardship | 3.3 |
|----------------------|-----|



WELCOME

- Cornwall Environmental Consultants Ltd (CEC Ltd) certified as a B Corp in December 2024, the first of the Wildlife Trust Consultancy family to be a certified B Corp.
- As the consultancy arm of The Cornwall Wildlife Trust (CWT), we are all about *Creating a Cornwall where nature thrives* and doing everything we can to help achieve that.
- In 2022 we created our Mission, Vision and Values (before we even knew about B Corp!), but they resonate so much with everything B Corp stands for, and more.
- Our Articles of Association have been amended to include the commitment to consider people and planet before profit in our work and report our impact, with this our first impact report.
- CEC Ltd are a small but impactful team of professional Ecologists and Landscape Architects, consisting of 9 part time and 6 full time staff.
- All profits are returned to CWT - since incorporation in 1991, CEC Ltd has provided ~£2 million of unrestricted funds. 2024-25 saw an impressive £284k that will be gifted to CWT.



VISION, MISSION & VALUES

Our Vision

- Creating a thriving environment in which people and wildlife live in harmony.

Our Mission

- Working with you, our clients and communities to achieve your project goals, offering innovative and pragmatic solutions that value, respect and enhance your local environment.

Our Values

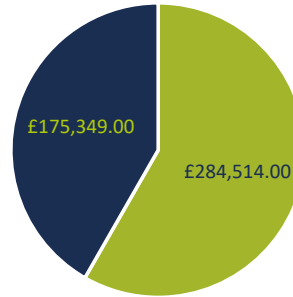
- We do the right thing for nature
- We build expertise and make time for learning & development.
- We're proactive, flexible & transparent and get the job done.
- We're a community - together we achieve more.

The Cornwall Wildlife Trust 2030 Strategy aims to reverse nature's decline, restore land and sea, and create more space for nature. Their core goals are to protect, manage, and connect wildlife habitats, aiming for 30% of land and sea to be in better condition by 2030. They focus on inspiring action, supporting sustainable practices, and influencing policy. CEC's day to day work helps support CWT, and CEC's gifted profits give CWT unrestricted funds to support the work we are all doing.



COMMUNITY

Since its foundation in 1991 CEC Ltd has gifted all of its profits to CWT, that's ~£2 million pounds... and counting! In 2023/24 we gifted £175k and 2024/25 we managed an impressive £284k



■ 24/25 ■ 23/24

- The graph shows the % of total supplier spend each year, whilst we have dropped to 81%, we have increased our local spend by over £30k
- We are now tracking new and existing supplier diversity policies as part of the onboarding/renewal process and hope to be able to report on this in coming years.

Community 28.9

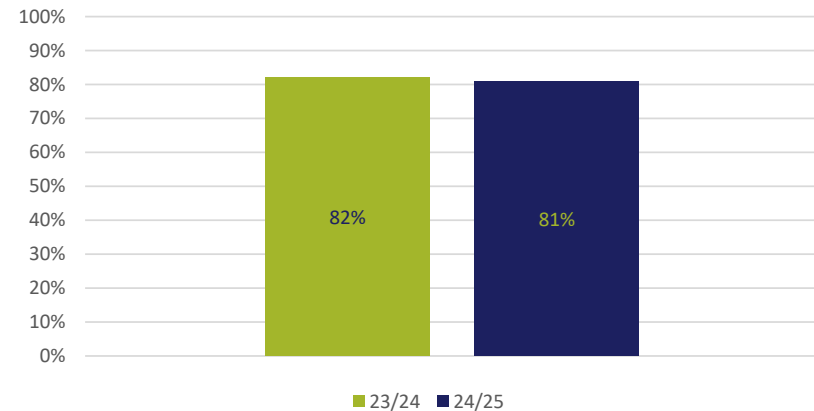
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% of spend on local suppliers



■ 23/24 ■ 24/25

ENVIRONMENT

| Environment 49.9 | | | | | | | | | | | |
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Our B Corp assessment led us to the Land/wildlife conservation – Impact Business Model and we selected that we provide a profit or service that directly prevents environment/ecosystem degradation and we continue to do this by:

- Helping land managers maximise their beneficial effects on the environment by understanding what they have and how to enhance it.
- Minimising adverse impacts from development and infrastructure projects.
- Working with charities and statutory bodies to manage their land better for wildlife.

**IN 2024-2025 WE SURVEYED 4,725HA OF LAND FOR
HABITAT MANAGEMENT PURPOSES**

THAT'S THE EQUIVALENT OF 6,618 FOOTBALL PITCHES

CUSTOMERS

Our customers are extremely important to the success of CEC Ltd, we have the ability to:

- Work with impact,
 - Choose clients and projects where we can influence positively,
 - Pick great projects – both conservation and development type work,
 - Be ambassadors and influencers for the environment,
 - Offer preferential rates to community groups seeking to enhance their local environment.
- Customer feedback is critical to assess the work we have completed – this is something that until now we have not done formally, but we are developing a way to allow this to happen.

| | | |
|---|----------------------|-----|
| Customers 3.3 | Customer Stewardship | 3.3 |
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Cornwall Environmental Consultants works to deliver your project and protect our **natural environment.**

We help developers, householders and landowners in the South West to move their projects forward and enable the natural world to thrive. We've been at this for over 30 years; helping people in the South West achieve their development goals while preserving our precious natural resources. Our cradle to grave services make it easy for you to navigate through planning and keep your project on track. And as we're fully owned by Cornwall Wildlife Trust you know we're passionate about protecting the natural world.

I am a...



Householder

Building your dream project or converting an outbuilding? From a bat survey to long-term monitoring, we've got you covered.



Developer

We understand the challenges of developing sites. You've got a tight timeline and budget and need to navigate through the planning process.



Land Manager

Do you have land and want to make it a thriving habitat for nature? Work with us to create a bespoke plan.



Infrastructure Manager

We've worked on some of the biggest infrastructure projects in the region and have the scale & expertise to support your requirements.



GOVERNANCE

Governance 15.7

Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency. This section also evaluates the ability of a company to protect their mission and formally consider stakeholders in decision making through their corporate structure (e.g. benefit corporation) or corporate governing documents.

Mission & Engagement 2.9

Ethics & Transparency 5.2

+ Mission Locked 7.5

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- We have a board of directors, made up of professional like-minded individuals, the majority of which are independent members and have no association to CEC and/or CWT.
- Our directors meet quarterly and review a range of topics, including but not limited to budgets and financial reporting, Health and Safety, changes in legislation, project review, staff changes and considerations and much more.
- Audited annual accounts are published externally and available to all.
- All staff review the monthly performance of CEC at regular team meetings.
- As a company wholly owned by a charity, we have amended our corporate governing documents to legally commit to delivering the aims of B Corp, people planet & profit.

WORKERS

- We are currently a team of 17, of which 9 are part-time, all residing in Cornwall, serving the southwest.
- We are continually working to improve our employee offer, which includes:
 - ✓ Profit share
 - ✓ Healthcare scheme
 - ✓ Time off in Lieu scheme
 - ✓ Helping nature recovery directly and indirectly
 - ✓ Lots of opportunities for personal development, progression and training
 - ✓ Pick of good projects – both conservation and development type work
 - ✓ Working with impact, choosing clients and projects where we can influence positively
 - ✓ Opportunity to be ambassadors and influencers
 - ✓ Non work time with our colleagues

Workers 31.5

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. In addition, this section recognizes business models designed to benefit workers, such as companies that are at least 40% owned by non-executive employees and those that have workforce development programs to support individuals with barriers to employment.

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PEOPLE

- Our staff survey results and low turnover of staff are a testament to how much we value our workers.
- We are always looking at ways to improve what we offer our team, we have recently added Simply Health to their packages, and are looking into other benefits to continually improve the offer.



PLANET – EXAMPLE PROJECT

TREVISSOME PARK

| | | |
|----------------------------------|----------------|---------|
| On site baseline | Habitat units | 6.71 |
| | Hedgerow units | 1.88 |
| On site post-intervention | Habitat units | 13.18 |
| | Hedgerow units | 7.20 |
| Total net unit change | Habitat units | 6.47 |
| | Hedgerow units | 5.32 |
| Total net % change | Habitat units | 96.45% |
| | Hedgerow units | 283.20% |



“Cornwall Environmental Consultants (CEC) worked for Trevissonne Park Phase 4 Limited on a net carbon zero project to deliver medical and healthcare facilities as part of the natural expansion of Trevissonne Park, alongside the A30 near Truro. CEC were commissioned to undertake an ecological assessments, preparation of BNG, landscape design, LVIA, as well as input into other aspects of the project to mitigate visual impact and suggest a better flow for the construction work through a phased approach.

CEC worked with a passion to define the project to best sit within the environment. As an integral part of the design team CEC worked with the applicant to deliver a design that could achieve net carbon zero in both construction and the long term running of the facility and to take a holistic approach to development that considers the environment first. Therefore the applicant welcomes BNG and the care and detail with which CEC have worked on getting the landscape, flora, fauna, hedges, ponds, roads and parking into perfect balance. There were complexities to overcome, taking into account visibility and manoeuvrability for vehicles of all sizes and safeguarding for pedestrians and avoiding buses having to reverse on site. Tackling the details was complex with many stakeholders to every decision. CEC handed this with ease.

The quality of drafting and the lengthy reports to back up the decisions made was outstanding. The team at CEC are clearly at the top of their game and deserve to be considered exemplar in their approach. Any developer would do well to have them on their design team from the outset. Their approach in this case would not have worked as a plugin extra after other aspects were complete, prior to submission, once the architects and road designers had done their bit. Projects like this need to be led by the environment and habitat we intend to change. How we change that must depend on the content we preserve, with the aim to enhance biodiversity in every decision we make. In this case, with human wellbeing as a focus alongside a holistic view of health, the human interactions with the environment while we work or visit the site are crucial to the success of the project. Early discussions with CEC has proved invaluable.

With our next projects we are certainly going to engage with CEC from day one”.

Jonathan Kearsley – Trevissonne Park

12,000 acres surveyed
through 500
CEC clients

PLANET – PUBLISHED ARTICLES

FATEL USI GWAYN'YLYN BEWDHIVERSETH OW TELIVRA A-BARTH KERNOW? PO USI EV?

How is Biodiversity Net Gain delivering for Cornwall... if at all?

It's almost one year since Biodiversity Net Gain was mandated at national level for development (through the Environment Act, 2021). As a Wildlife Trust we deal with Biodiversity Net Gain (BNG) through both our development arm, Cornwall Environmental Consultants Ltd (CEC), and directly as a trust. We thought it was time we reviewed the progress of BNG so far, and considered what BNG could mean for nature conservation more broadly.

Before we go any further though, let's revisit what Biodiversity Net Gain actually means.

Biodiversity Net Gain is a conservation approach that aims to leave nature in a measurably better state than it was before a development or activity took place. In simple terms, it's about ensuring that any project or development, whether it's a new housing estate, a commercial building, or an infrastructure project, results in a net improvement for biodiversity. The big change with the mandating of BNG is that this net change has to be measured, using a metric issued by DEFRA.

As you are probably only too familiar with, in the past, development projects often led to a loss of habitats, for example by creating breaks in green corridors like hedges, or by removing trees or scrub. Although mitigation was often promised for these losses, it was rarely quantified. Furthermore, cuts to local government budgets in recent years have meant that post-development checks on what habitats have been created on site have been scarce. Some recent estimates suggest that nationally only 20% of the promised habitat creation measures on sites are actually delivered.

The idea behind Biodiversity Net Gain is to flip this model on its head. Instead of just trying to minimise damage, BNG seeks to actively enhance biodiversity by delivering a measured net gain of at least 10%. This minimum 10% gain has to be delivered in each of three categories: for habitats, for hedges and for watercourses (where present on site). The aim of this is to create more space for wildlife, healthier ecosystems, and richer landscapes, with, of course, a clear numeric gain against which delivery can be measured.

How Does BNG Help Wildlife?

The main aim of Biodiversity Net Gain is to create new habitats and enhance existing ones, giving wildlife the space and resources it needs to thrive. This can happen either on the development site or off-site.

Our ecologists and landscape architects at CEC work with clients to look at what can be delivered on site first of all. This is because we want wildlife to have space even within developments, and we want people to be able to experience the positives that brings, such as hearing a bird singing in a tree outside their window. When designing sites CEC aims to:

- Enhance Existing Habitats** such as planting up gaps in hedges or removing invasive species from woodland.
- Create New Habitats** such as ponds, meadows, woodland, or wetlands.
- Enhance connectivity** to reverse habitat fragmentation, for example by creating wildlife corridors like broad river corridors and hedges.

With all these measures the aim is to foster the resilience of habitats to the changes we know are happening right now, be they from climate change, more invasive species, or the risks posed by disease and pests.

What happens if the minimum 10% net gain can't be delivered on site?

CEC have been working with developers on larger sites for over four years now, as Cornwall Council mandated the BNG requirement for major projects ahead of the national government. In our experience most of these larger sites have been able to achieve the 10% minimum requirement easily with good green infrastructure design, and we've been able to work with clients to encourage much more than 10% to be delivered in many cases. However, for some sites reaching the minimum gain of 10% can be challenging. In this case developers are allowed to buy 'offset' biodiversity units to make up the shortfall they are unable to deliver on site. As a landowner in Cornwall, Cornwall Wildlife Trust has developed a habitat bank containing off-site units for sale, as a way to use developer funding to pay for capital habitat creation on Cornwall Wildlife Trust land. In order to do this Cornwall Wildlife Trust has identified a small number of sites in their ownership that offer good potential for enhancing or creating new habitats, such as Lanvean Bottoms, near Newquay.

Wild Cornwall | SPRING 2025

HOW IS BIODIVERSITY NET GAIN DELIVERING FOR CORNWALL... OR IS IT?

CASE STUDY
Lanvean Bottoms

Cornwall Wildlife Trust were gifted Lanvean Bottoms in 1999, as a twelve-acre wetland nature reserve. Some years later Cornwall Wildlife Trust were lucky enough to be gifted the adjoining improved grazing land, covering a further 30 acres, through a bequest. CEC have now produced a management plan for this additional 30 acres, setting out how Cornwall Wildlife Trust can create a larger area of valuable habitats by harnessing income from BNG offset. Director of Nature Recovery, Callum Deveney, explains: 'Capital works to create or enhance new habitats can be costly and using BNG income means we can bring forward some of our longer term plans on land that offers great opportunities to make our nature reserves bigger, better, and more joined up. We carefully vet the developments that approach us for BNG offset, as we don't want to create a route for harmful planning applications to be granted permission, but where developments are suitable this helps Cornwall Wildlife Trust make a step change in the Nature Recovery Networks it can deliver in the short to medium term.'







Of course taking sites that have been fairly poor for wildlife, and turning them into biodiverse sites humming with wildlife is not new for Cornwall Wildlife Trust. For example, **Windmill Farm**, on the Lizard, was a traditional dairy farm prior to the farmer retiring and Cornwall Wildlife Trust acquiring ownership in 2001. It's now a mixture of species-rich grassland, scrub, and wetland scrapes, all ideal for birds, bats, small mammals and invertebrates.

Nationally the aim now is to use the mandate for Biodiversity Net Gain to deliver Nature Recovery Networks across England. Cornwall Wildlife Trust will be playing their part by using offsetting income from suitable sites to reinvigorate parts of Cornwall Wildlife Trust's landholding, which can be made even better for wildlife.

For wildlife trusts and conservation organisations, BNG therefore presents an opportunity to collaborate with developers, local authorities, and landowners to create and manage habitats that benefit both wildlife and people.

For more information...
Want to know more about BNG? Visit CEC's explanatory web page here: www.environment.co.uk/ecology/biodiversity-net-gain-in-cornwall/

Natasha Collings-Costello
Managing Director, CEC

Wild Cornwall | SPRING 2025

BUILDING FOR NATURE

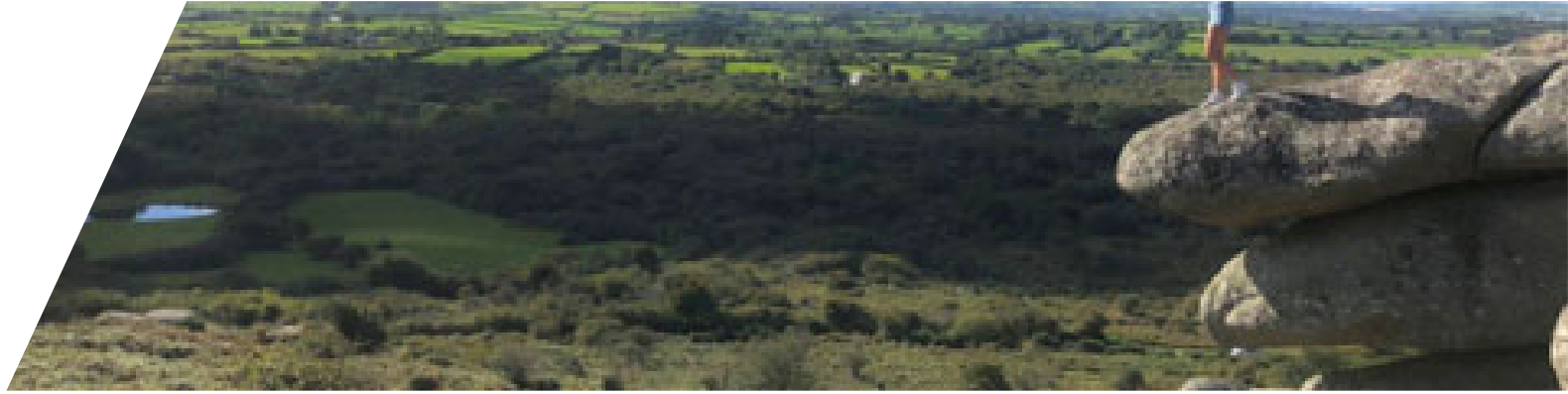
Cornwall Environmental Consultants (CEC), Cornwall Wildlife Trust's trading subsidiary, has been supporting responsible built development for over 30 years.

In 2024/25, CEC worked with approximately 500 clients, surveying almost 12,000 acres to identify opportunities to benefit nature. This included supporting Trevisson Park on a net carbon zero development to deliver medical and healthcare facilities on site. Involved from the outset, CEC shaped a wildlife-friendly design with beneficial landscape impact that exceeded national targets for nature recovery – forecast to achieve a 93% increase in Biodiversity Net Gain habitat units and a 260% increase in hedgerow units. The project balanced thoughtful design with environmental impact and aims to be net zero carbon in both construction and daily use. The result is a wildlife-rich, community-focussed space that fits sensitively into the local landscape.



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environmental
consultants LTD

PROFIT SUPPORTING



Cornwall
Wildlife Trust

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CWT spend it *Creating a Cornwall where nature thrives*

[Find out more here: What we do | Cornwall Wildlife Trust](#)



