



Sustainability & Biodiversity

Impact / Annual Report

Building biodiversity and sustainability into the cityscape and beyond. Creating green legacies for generations to enjoy.

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2025



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Agenda

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2025 has been a year of meaningful progress for Q&S. This Impact Report reflects a company where sustainability and biodiversity shape every decision - from the landscapes we design to the plants, materials and organic practices we choose daily.

We've advanced our technology, captured verified Scope 1 and 2 carbon data, laid the groundwork for Scope 3 measurement and achieved ISO 14064 accreditation. Our revamped in-house QServe platform turns raw operational data into real-time insights.

Ultimately, the Q&S ambition remains simple: to create resilient, biodiverse green spaces where people, plants and wildlife thrive, leaving a positive legacy for generations to come.

Sue Payne
Managing Director



Q&S at a Glance

100%

Chemical-free Gardening

98%

Sites that use exclusively
Green Power Tools

100%

Green Waste Composted

Our Approach To Sustainability

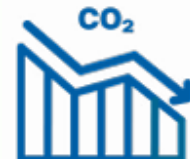
Our strategy is rooted in three pillars that makes sense for us and the industry as a whole:



Measuring our carbon footprint



Understanding and reporting our impact



Reducing our emissions

Every year, we track our Scope 1, 2, and currently working on Scope 3 emissions using a science-based approach aligned with the GHG Protocols. Our data is reviewed and validated both internally and externally by a third party to ensure accuracy and completeness.

We always aim to prioritize clear actions and to integrate sustainability into our decision-making processes, corporate strategy, and risk management.



Our Commitments

Reduce absolute scope 1 and scope 2 GHG emissions to reach zero emissions by 2040

Achieve 100% electrification of handheld landscaping equipment by 2027

Reduce fleet fuel consumption by minimum 10% by 2028 (baseline 2025).

Our Emission Footprint

		2024 GHG Emissions	2025 GHG Emissions
	Scope 1 Onsite Fuel	22.9 tCO ₂ e	28.6 tCO ₂ e
	Scope 2 Purchased Energy	0.336 tCO ₂ e	0.352 tCO ₂ e
	Scope 3 Up/Downstream Emissions	N/A	Calculation in process

Disclaimer: We strive to provide the most accurate emission calculations possible, however greenhouse gas measurement is still developing as a discipline, particularly around Scope 3 calculations. It is expected that our carbon footprint could change in the future as methodologies are clarified and data quality improves

56% of our fleet is low-emission (electric or Hybrid combined)

100% of our sites are maintained chemical free

Our website is hosted on a platform that runs on power matched 100% with renewable energy

In Detail

For us, Scope 1 refers to the diesel burnt in our fleet and gas consumed in our office.

Scope 2 refers to the electricity from the grid we consume to power our office which is Carbon Trust Assured.

Scope 3 relates to different areas of our supply chain, from the emissions of our suppliers and partners to our employees commute to work. To put it simply our suppliers Scope 1 and 2 emissions are our Scope 3 emissions.

Being a SME we are not legally bound to report on our Scope 3 metrics but we chose to voluntarily calculate these emissions to be as accurate as possible and lower our carbon footprint. These figures will be available for the year 2027.

Q&S contributes to the United Nations' Sustainable Development Goals in several ways.



Here are some examples:



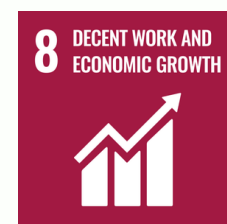
- Access to enrichment days
- Enhancing green spaces
- Educating clients and the wider community on the wellbeing benefits of green spaces via workshops and seminars



- Working to prevent gender-based discrimination
- Supporting women's employment
- Promoting gender equality for all genders



- Access to sustainable organic training
- SuDs
- Green roofs enhancement



- Helping to support decent working conditions
- Educating and training the labour force
- Apprenticeship 'Train To Grow'



- Selecting businesses who only do business responsibly, inclusively and sustainably
- Communities and charities are at the heart of many programmes, both as beneficiaries and as partners (ie. schools, soup kitchens, Pollinating London Together, Future Gardeners and many others.)

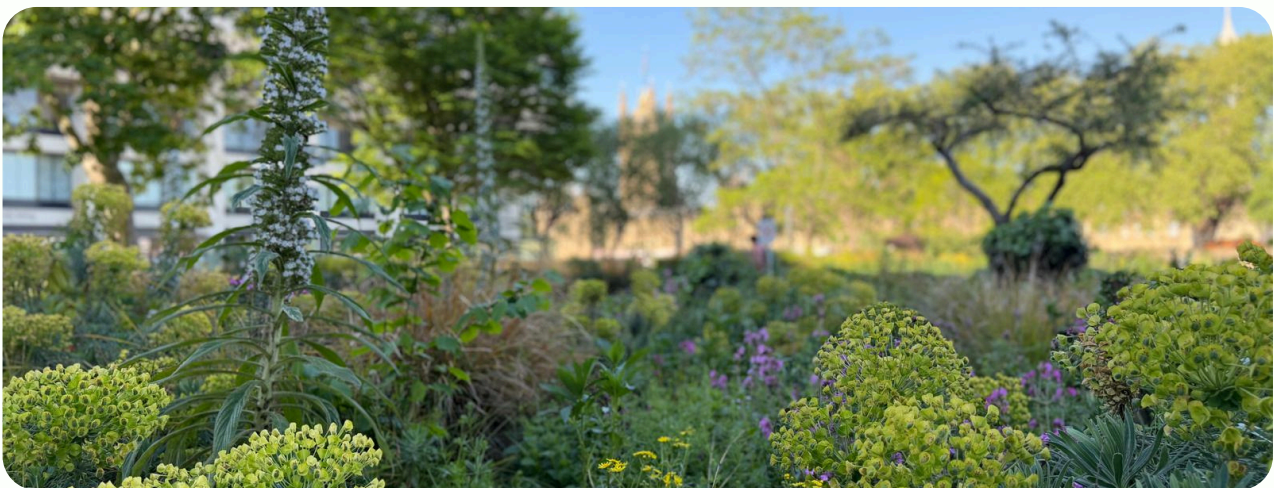


- Continued to measure our carbon footprint to ISO 14064-1 standards
- Fleet decarbonisation through electric and hybrid vehicles for emissions reductions.
- Commitment of 100% chemical free landscape maintenance

Our Nature Strategy

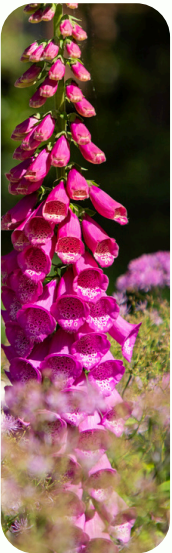
We support clients in creating and maintaining landscapes that actively contribute to Biodiversity Net Gain objectives. Our approach focuses on long-term ecological value, practical maintenance strategies, and measurable environmental outcomes following:

- Biodiversity Net Gain (BNG)
- Environmental Benefits from Nature tool (EBN)
- Urban Greening Factor (UGF)



What We Do

- Our gardeners are trained in sustainable horticultural practices utilised across all client sites
- 100% chemical-free maintenance (including fertiliser)
- 100% petrol free through battery operated equipment and hand tools
- Habitat creation including (rethinking) sustainable green roofs, bug hotels, pollinator planting, and woodland enhancement
- Perennial planting which is appropriate to location, drought tolerant, designed to support biodiversity year-round
- Waste reduction, composting, and responsible material sourcing. Partnering with our waste contractor we are able to compost our green waste on 100% of our client sites and we are in the process of trialling closing the loop buying the compost back.



Greenfinch, Great Tits, Peregrine Falcon, Early Mining Bees, Carpenter Bees, Ravens and Redstarts are a few of the Species Recorded on our sites



85+ Habitats Created

11 Workshops Provided

Biodiversity and Habitat Creation in 2025

10% emissions CO2 saved through the use of battery operated machinery

Repurposed
5
Sustainable
Green Roofs
(from sedum)



20 Communities Helped



Giving Back

At Q&S, we believe sustainability goes beyond environmental responsibility, it also means investing in people and supporting the communities around us.

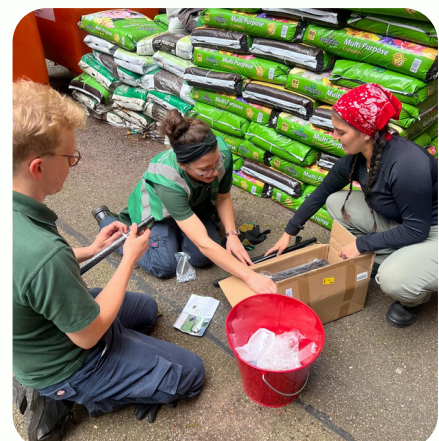
Over the past year, we were proud to host two aspiring horticulturists through the Future Gardeners **work experience** programme, giving them hands-on exposure to the landscaping and gardening industry. One gardener has since secured permanent employment at Q&S. We are excited to see what comes next on their professional journey.

We also continue to run our in-house **apprenticeship** and development programme, *Train to Grow*, which is designed to support individuals entering the industry and help develop the next generation of skilled gardeners through practical learning and mentorship.

In collaboration with several of our clients, we have delivered educational workshops and activities for **local schools**, helping students engage with gardening, biodiversity, sustainability, and the natural environment. These initiatives aim to inspire younger generations and encourage greater environmental awareness within the community.

Alongside our educational outreach, members of our team have collected clothes as well as volunteering at local **soup kitchens**, preparing meals for people experiencing homelessness and hardship. Supporting vulnerable members of the community remains an important part of our wider social values.

Through these initiatives, we continue to strengthen our commitment to creating positive environmental and social impact beyond the landscapes we maintain.

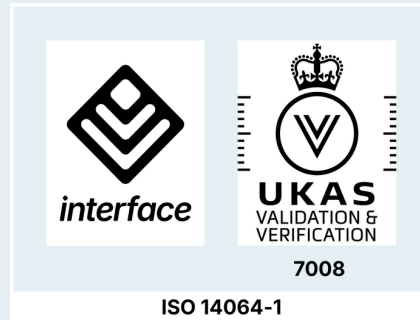


Certifications, Accreditations & Compliance

ISO



Certificate Number: 8730
ISO 9001, ISO 14001, ISO 45001



ISO 14064-1

ACCREDITATIONS



AWARDS

