Carbon Management Report 2025-26

Management summary

This is the seventeenth published Carbon Accounts report from LINK. Previous year's reports can be found on our website.

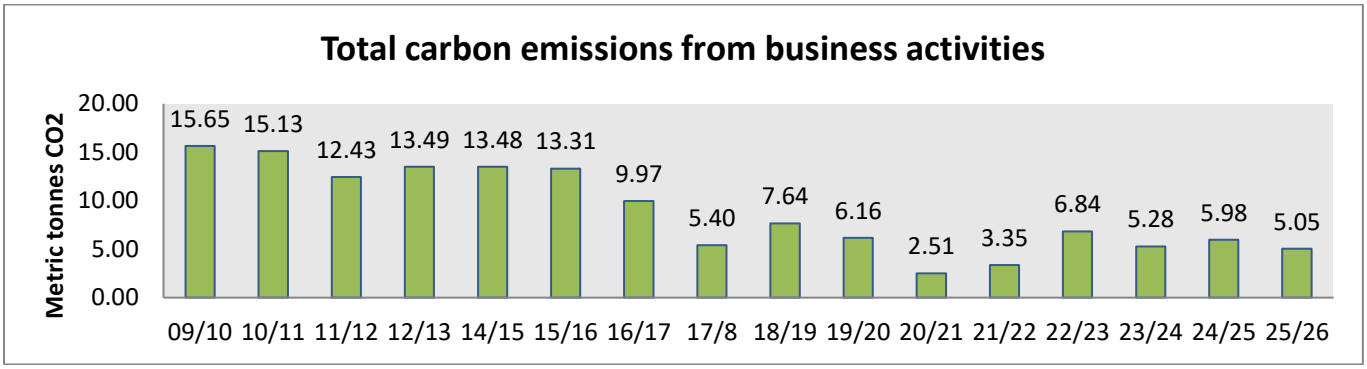
LINK carbon reporting is based on staff using LINK's flexible working policy and a hybrid approach. Most members of staff work from home with a few working one day a week in the office, on average, in 2025 - 2026. LINK continues to hold all group and planning meetings and events as well as three of four Board meetings online. Face-to-face meetings only take place where engagement is the focus. Energy emission calculations include estimated homeworking energy emissions, estimated electricity use in both offices, travel for all employees (both business and commuting), waste and recycling from the Perth office and hotel stays.

The carbon equivalent figures are calculated based on the conversion factors published in the UK Government guidelines for 2025.

LINK's green office policy is based on the principle of the "3 Rs" - reducing consumption of energy and other resources, re-using resources as much as possible and recycling where possible.

Overall, our Carbon Emissions (See Figure 1) for the year, 2025 – 2026, equated to 5.05 metric tonnes – a decrease of 0.93 tonnes on 2024/25. This decrease is because staff members did not attend any international workshops and events. There was no air travel recorded and the majority of business travel continues to be by rail.

Figure 1

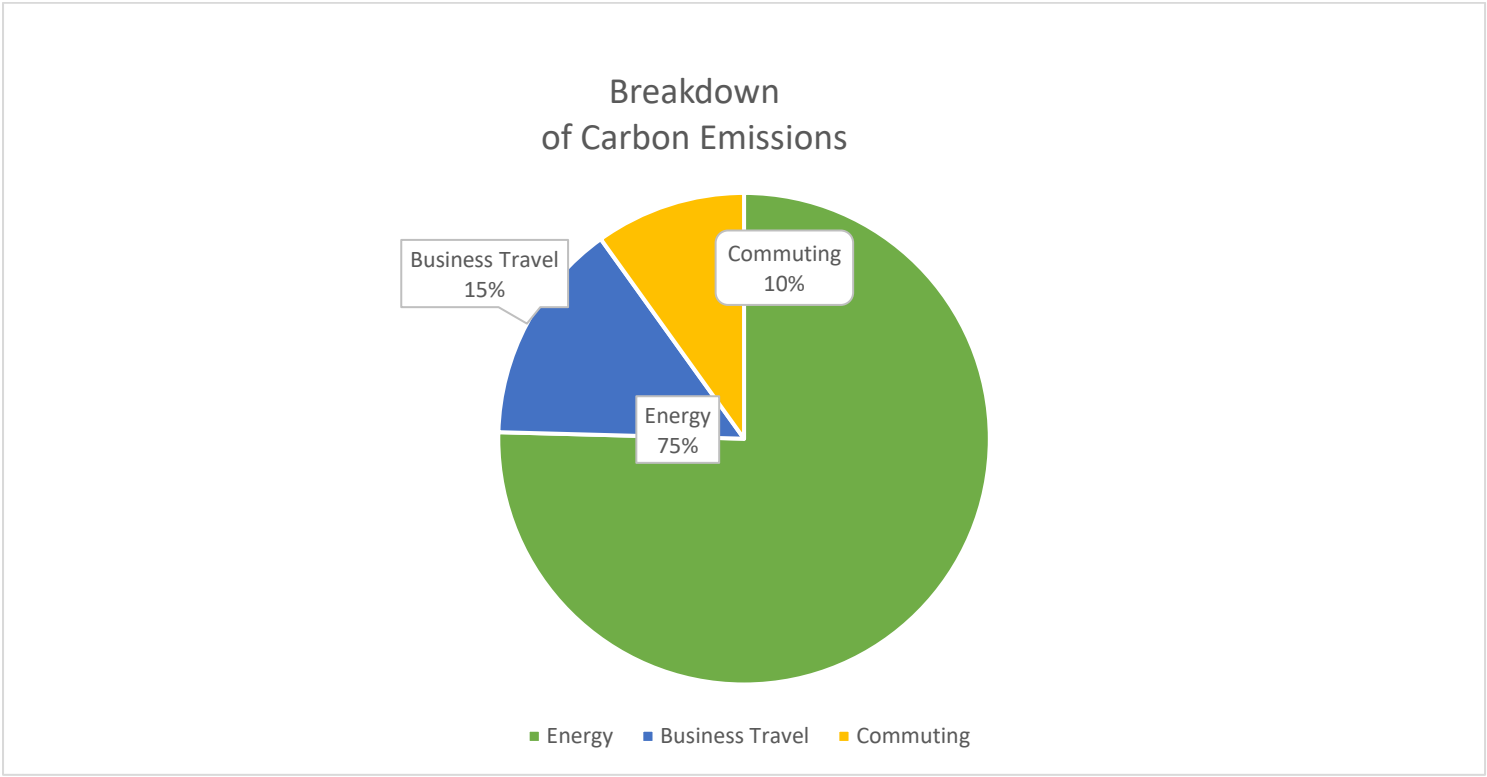


Scottish Environment LINK the voice for Scotland's environment
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The largest share of our emissions was generated by heating and power use, although this total has decreased by 0.24 metric tonnes from last year. This drop in energy consumption reflects the lower number of staff members in post over this period.

Emissions from commuting have decreased slightly from last year by 0.20 metric tonnes due to a decrease in staffing numbers. Emissions from business travel have decreased by 0.48 metric tonnes, which is due to staff members not participating in international travel to workshops and events. All staff travelled by rail.

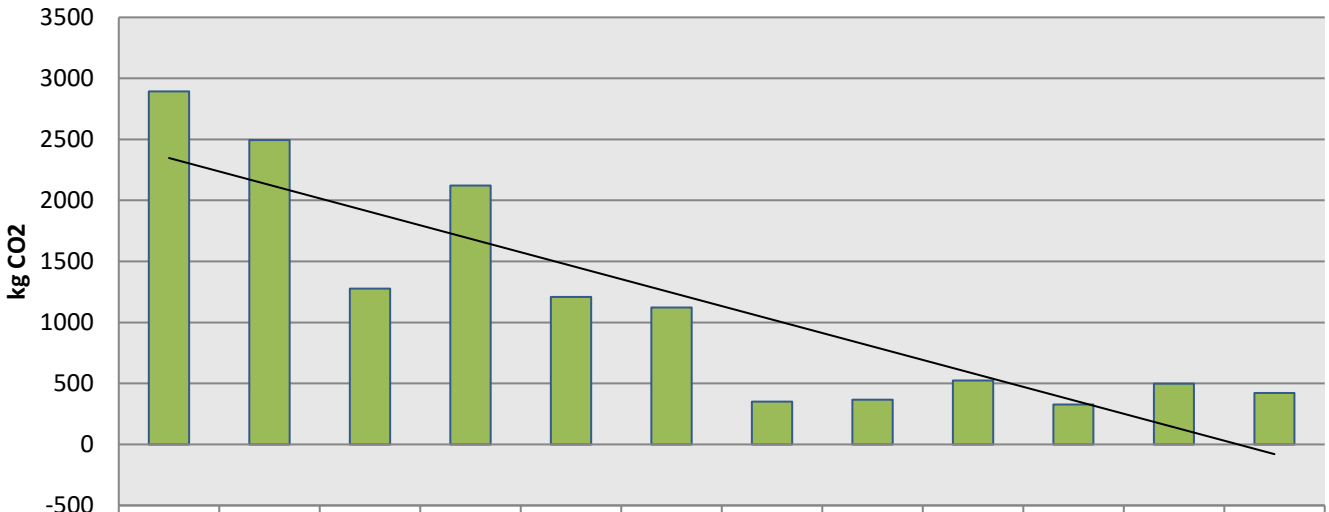
Figure 2 Breakdown of Carbon Emissions displays the percentage of LINK's carbon emissions.



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Scottish Environment LINK

Fig 3 LINK Total Carbon Emissions per Employee



	2009-10	2010-11	2011-12	2012-3	2018-19	2019-20	2020-21	2021-2	22/23	23/24	24/25	25/26
Total	2893	2495	1278	2121	1208	1123	352	366	523	328	498	421

Figure 3 shows that, our organisational carbon emissions have decreased from last year, and employee carbon emissions have decreased also. This is due to there being no international travel throughout the year.

Travel

Scottish Environment Link has maintained hybrid working practices throughout 2025- 2026. Some staff are commuting to work on a once a week basis, on average, and travelling occasionally on business. The majority of meetings and events are held online to increase inclusion and access across the network and to limit carbon emissions..

This year has seen car travel decrease and rail travel increase from 2024-2025. These reflect the increase in LINK work on campaigns and also travel to face to face events from LINK member from across Scotland. LINK's green office and travel policies require the use of public transport for all journeys unless it is not available. LINK also promotes active travel with mileage claimable for staff at 0.20p per mile.

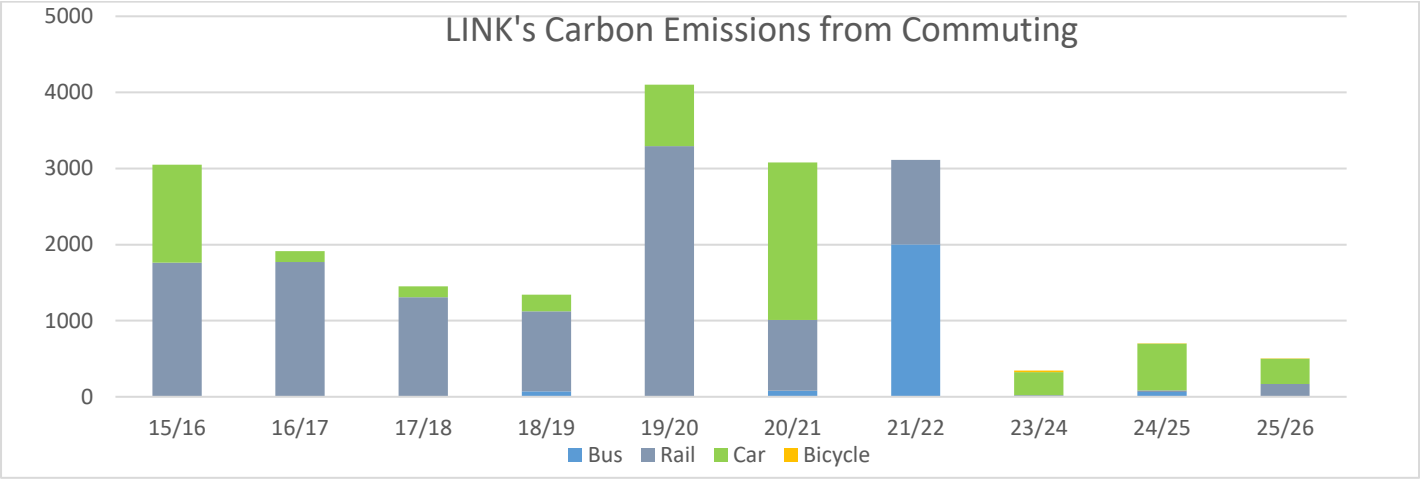
LINK's travel for commuting purposes (see Figure 4) has decreased from 2024– 2025 levels but remains significantly lower than pre covid years.

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EEB European Environmental Bureau IUCN

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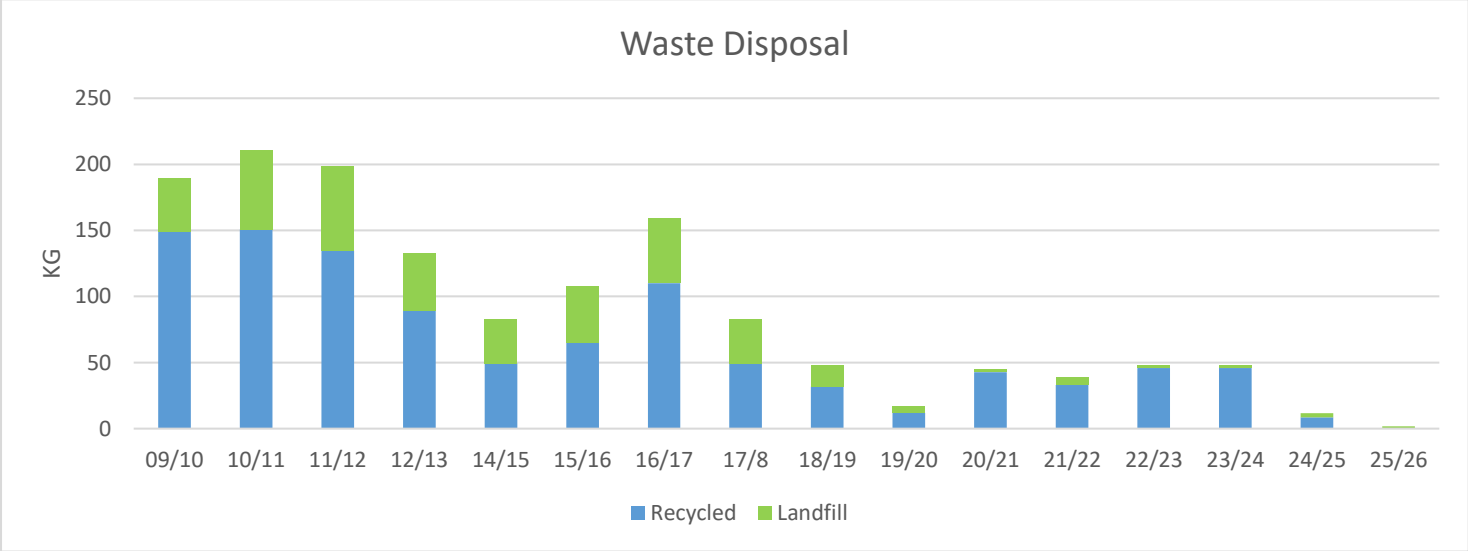
Figure 4



Waste Disposal

LINK tracks waste disposed from its Perth office. The amount of waste going to landfill from the Perth office has reduced (see Figure 5); this can be partly attributed to a continued lower use of the meeting area and also a concerted effort to recycle and only purchase biodegradable products.

Figure 5



Food waste is taken home by staff to be composted through the Local Authorities' composting service or in home composting.

LINK strives to be a paperless organisation: electronic documentation is now widely used and expected across the network.

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Improving our carbon management in 2026-2027

We will continue to hold meetings and events on-line whenever possible as this increases accessibility for many members and has been shown to be highly successful since 2020. Face to face events are now limited to those where networking is an integral objective. Travel is limited to strictly necessary only, always by public transport or active travel, whenever possible, in order to minimise our carbon emissions.

LINK continues to offer all staff flexible working, with home and office-based working in a hybrid model. This aids work/life balance and reduces carbon emissions from commuting.

New purchases are always made with environment friendly products and services, whenever possible, and from verified sustainable companies.

LINK is collating evidence and data on business server usage and associated carbon emissions in order to monitor and manage those more effectively.

LINK staff are all aware of LINK requirements on minimising LINK's carbon emissions and our ecological footprint. We will continue to develop and take this area of work forward in 2026-2027.

Donna Banks, Director of Finance and Operations

8th August 2026

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