



# THE REWILDING COMPANY

## Impact Report 2025

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## Message from our CEO

*"As I reflect on the year behind us, I am filled with immense gratitude and hope. The progress we're showcasing in this Impact Report reflects not only measurable gains for our projects, but also our collective resilience, innovation, and unwavering commitment to nature restoration and conservation for the benefit of people and the planet.*

*Our impact this year is real and far-reaching. Across ecosystems, we've laid the frameworks to help protect vast swaths of land and species at risk. Importantly, we are supporting indigenous and community-led conservation efforts, not only biodiversity, but also cultural heritage and livelihoods.*

*As we look ahead, our vision is ambitious yet grounded. By 2030, we aim to see rewilding mainstreamed in science, policy, and land stewardship. That means expanding our network, deepening scientific rigour, and unlocking innovative finance and governance mechanisms that make rewilding possible at scale.*

*None of this is possible without each one of you - our partners, our teams, landowners, funders, volunteers, and communities. Your passion and collaboration turn goals into ground-level transformation.*

*We have an opportunity and responsibility to shape a wilder, more resilient future. One where land heals, species flourish, and societies benefit. It's a journey driven by science, anchored in values, and powered by people. I invite you to join us in embracing the wild within our world, and within ourselves.*

*With gratitude and shared purpose."*

**Dr Alexa Lord**  
**CEO & Board Director**



# Why an Impact Report?

As part of our journey toward becoming a **certified B Corporation™** and to outline our dedication to transparency and accountability, we will be publishing annual Impact Reports on our website.

This report - the first of many - will outline our strategies for driving continued positive impact and improvement, while also assessing our performance against the previous year's commitments.

The goal is to provide stakeholders with a clear understanding of our efforts as a socially and environmentally responsible business, and to inspire others in the industry to embrace similar commitments.

## Our Mission and Values

To challenge climate change by rapidly developing large-scale nature-based solutions that generate benefits for the planet and our stakeholders, including driving sustainable investment for local communities and family landowners in Sierra Leone.



### Our Values

#### Let Nature Lead:

We trust in the intelligence of natural systems and strive to create the conditions for landscapes to regenerate, species to return, and ecosystems to thrive on their own terms.

#### Bold, But Grounded:

We take ambitious action rooted in science, pragmatism, and long-term stewardship.

#### Communities are Part of the Solution:

Rewilding must work for nature and for people. We collaborate with communities, scientists, and policymakers to build trust and deliver shared outcomes.

#### Integrity Over Optics:

We don't chase headlines. Our decisions are often complex, but always transparent and anchored in doing what's right.

#### Nature Recovery at Scale:

We operate with urgency and scale in mind. Reversing biodiversity loss and tackling climate breakdown demands large, connected, functioning ecosystems – and we design every project with that goal at its core.



# Our B Corp Journey So Far

We're thrilled to share that we've begun our journey toward becoming a **certified B Corporation™**. Our values and mission closely align with B Lab's commitment to using business as a force for good; this certification provides a rigorous framework with which to assess our impact, drive meaningful improvements, and hold ourselves accountable to our actions.

Certified B Corporations™ are for-profit businesses that meet high standards of social and environmental responsibility, transparency, and accountability. They strive to balance profit with purpose, ensuring that their operations benefit all stakeholders - not just shareholders.

By pursuing this certification, we're taking a deep, honest look at how we operate, with a strong focus on enhancing our policies and processes to create a positive impact on our team, customers, suppliers, community, and the environment.

To support us on this journey, we've partnered with **transformacy**, a leading corporate sustainability consultancy specialising in B Corp certification. Their expertise will help us not only meet the certification criteria but also implement meaningful, lasting improvements that benefit all those connected to our business.



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We look forward to sharing our progress as we continue to build an impactful business that prioritises people, the planet, and ethical governance.





# Impact Areas

The B Corp certification assessment, known as the B Impact Assessment (BIA), evaluates performance across five key areas of impact: **Community**, **Workers**, **Customers**, **Environment** and **Governance**. We've structured our report around these categories to facilitate clear year-on-year comparisons and align our efforts with other B Corp businesses.

In addition, we have mapped our actions and commitments against the [UN Sustainable Development Goals](#) for comparison against organisations not following the B Corp process.



Embracing these isn't just about saving the planet - it's about securing our future and fostering a global community.

## Annual Highlights

### Events

- Entering into long term lease agreements for Project 1 in Sierra Leone
- Refining the carbon, community and biodiversity baselines for Project 1

### Partnerships

- Community partnership structures being finalised
- Government of Sierra Leone agency partnerships progressing

### Fundraising

- USD 2m external funding was secured for Project 1
- Project 2 secured grant funding for GBP 225k



# Our People

At The Rewilding Company, we believe that our success lies in the wellbeing and growth of our employees. As such, we are committed to providing benefits and opportunities that exceed statutory requirements and industry standards. Our approach prioritises the wellbeing, fair treatment, and development of our team to create a supportive and inclusive work environment. We trust that when our employees are happy and fulfilled, our business thrives as a result.

## Commitment to Diversity, Equity, and Inclusion (DEI)

We are dedicated to cultivating a workplace where diversity is celebrated, equity is upheld, and inclusion is prioritised, ensuring that every individual can thrive. To support this commitment, we provide comprehensive diversity, equity, and inclusion training for all employees. This is central to our mission of fostering a culture where everyone feels valued and empowered.

## Employee Satisfaction

The well-being and engagement of our employees are central to how we operate as a business. We actively listen to our team, integrating their feedback into our policies and operations whenever possible.

By fostering an inclusive and supportive work environment, we are proud to have achieved **80% employee satisfaction**. As we continue to grow, we remain committed to maintaining this standard, ensuring our team feels valued and inspired every step of the way.



## Employee Attrition

By making the welfare and wellbeing of our employees a business-priority, we aim to outperform industry standards on attrition and foster a culture of long-term involvement and retention at The Rewilding Company.

We are pleased to share that our attrition rate over the past 12 months was just 3.3%, reflecting our dedication to our employees and is a standard we strive to uphold.



# Our People

## Enhanced Parental Leave

At The Rewilding Company, we believe family comes first. To support our employees, we offer enhanced parental leave that goes beyond statutory requirements. We aim to alleviate stress, allowing our employees to fully focus on their families while fostering a supportive and family-friendly workplace. Upon employees' return, The Rewilding Company is committed to offering accommodations that ensure privacy and comfort for milk production.

## Employee Development

The Rewilding Company is committed to ensuring that our staff are recruited, trained and supported to enable the highest quality service delivery to our clients. We value a work environment that fosters learning, creativity, and collaboration, and are committed to supporting each member of our team in achieving their full potential. Training and career progression is a critical motivator for staff and significantly impacts the quality of work, ultimately to our customers' benefit.

We offer:

- Paid professional development leave each year to support our employees in enhancing their skills, excelling in their current roles, and preparing for future career growth.
- A dedicated budget for external training and reimbursements for intensive continuing education credentials, empowering our employees to pursue learning and cross-skill development opportunities.
- Annual paid leave to contribute meaningfully to community service initiatives.
- Benefit from bonuses or profit-sharing programs that recognise and reward employees' contributions to our success.

One of our employees is currently working towards his Master's in Sustainable Development.

As part of our employee development initiatives, we give our employees the opportunity to articulate their own environmental and social goals and work hard to integrate these into The Rewilding Company's overarching goals and operations.

By supporting staff in their professional growth, we aim to help them reach their full potential and build rewarding, fulfilling careers.





# Community

Through our work, we aim to support and build the economic development of our local areas. As such, as we grow, we are implementing measures to give back to the communities that support us. In this section, we detail our plans to foster connections and drive meaningful impact in our local community.



## Community Outreach

We believe in working with the local communities to ensure our projects not only provide climate solutions but also empower and foster local development. As part of our commitment to achieving this, we conduct several community surveys each year, including social, infrastructure, and community surveys to understand local income and spending habits, as well as employment rates in local areas. This allows us to measure the impact of our projects on community employment.

## Identifying Stakeholders

Alongside our community outreach, we're working to ensure that when identifying our stakeholders (i.e., anyone or anything impacted by our operations), we're as inclusive as possible. As part of our outreach, we engage at all levels of the chieftom structures during project design stages.

## Charitable Giving

In the early stages of our development, we are not committing to donations to charitable organisations, however, we have committed to revenue sharing with the local communities that work alongside our projects. This commitment is enshrined in the lease agreements and will be ratified in Benefit Sharing Agreements being negotiated at government level.



# Community

## Community Investments

In addition to our financial commitments, we believe in investing in our local communities in other ways. This year, we've built a water well, developed an agriculture assistance program, continued with the scholar support project, undertaken biodiversity training at schools and undertaken many training.

## Volunteer Days

We are committed to making a meaningful difference in our local communities. To support this, we will carry out annual Company Service days.

We have set an ambitious target to increase our volunteering hours to over 300 hours in the next year. This reflects our ongoing commitment to social responsibility and meaningful local engagement.

## Partnerships

We've partnered with ACCR, an association of carbon developers in Sierra Leone, to engage meaningfully with the government and other related parties.





# Customers

We leverage our digital presence to keep prospective customers informed of our offerings and activities, mostly through our Instagram and LinkedIn platforms. These serve as direct channels of communication, allowing us to engage with all our stakeholders (including customers and underrepresented social groups), invite feedback, respond to enquiries, and uphold the high standard of service we are known for.



## Stakeholder Feedback

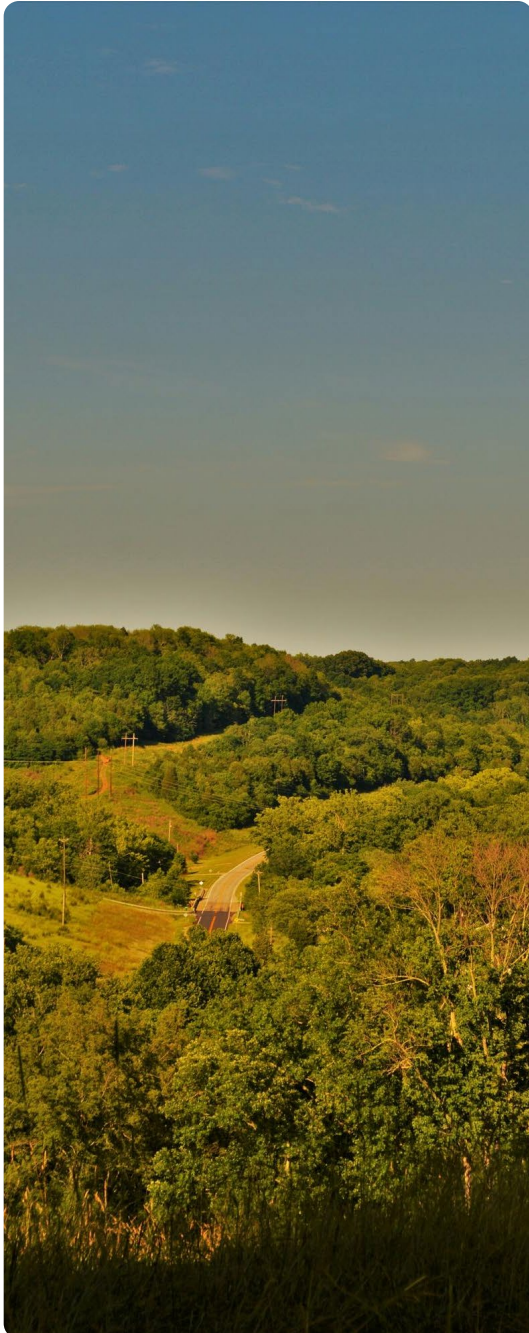
At The Rewilding Company, we are committed to continuously enhancing our services through stakeholder feedback. We have formal quality control mechanisms that allow us to ensure we are providing the best services possible to our clients.





# Environment

As a nature based solutions carbon developer, all our efforts aim to be environmentally positive. All policies, operating procedures and methodologies ensure maximum environmental positive outcomes.



## Target Setting

We have committed to setting and sharing annual environmental performance targets, starting with those included in this report (see '**Future Plans**'). By doing this, we aim to motivate our team and inspire collective action, in addition to ensuring transparency and accountability to all our stakeholders.

## Carbon Offsets

Our service delivers measurable climate benefits by offsetting CO<sub>2</sub> emissions through large-scale rewilding in Sierra Leone. We focus on restoring degraded land and planting diverse native tree species, creating thriving forests that act as powerful carbon sinks. These projects are designed to meet rigorous verification standards, ensuring each tonne of CO<sub>2</sub>e offset is real, permanent, and impactful.

This year, we offset a to-be-verified c1,000 tonnes CO<sub>2</sub>e through our efforts.

## Species Protection

The forests, rivers and ocean of Sierra Leone are home to a remarkable range of biodiversity, including endangered and vulnerable species. By protecting and restoring these habitats, we help safeguard wildlife from the threats of deforestation, poaching, and habitat degradation. Our conservation efforts work hand-in-hand with local communities to ensure species protection is sustainable and locally supported.

This year, with our rewilding efforts, we protected numerous species. The exact impact will be assessed during the first rounds of verification.



# Environment

## Forest and Habitat Conservation

Beyond planting trees, we are committed to protecting thousands of hectares of Sierra Leone's forests from deforestation and degradation. Our approach blends habitat restoration with long-term protection, allowing ecosystems to regenerate and flourish. This not only benefits local wildlife but also preserves critical ecosystem services for the people who depend on them.

This year, our projects protected c2,500 hectares of new forest and put measures in place to protect 8,000ha of standing mangrove.

## Office Stewardship

Sustainability is at the core of our efforts. This year we've taken meaningful steps to reduce our environmental impact – including in our employees' home workspaces. This includes practical guidance and tools to help our team members make eco-friendly choices, no matter where they work. To minimise impact, we use virtual technologies where possible to minimise the need for in-person meetings.

## Water Efficiency, Waste Management and Renewable Energy

Despite not currently monitoring our waste and water production, we encourage our employees to reduce their impact. This includes providing guidance on sustainable practices, such as using digital documents and minimising single-use items. When it comes to electronic and hazardous waste, we've put clear policies in place to ensure safe and responsible disposal. In addition, our offices run on solar energy, further reducing our environmental footprint and reliance on non-renewable resources.





# Environment

## Sustainable Procurement

At Rewilding, we screen significant suppliers for their social and environmental impact, prioritising those who demonstrate positive practices that go beyond regulatory requirements. That is why we screen all our suppliers for their compliance with all local laws and regulations, including those related to social and environmental performance.

## Employee Development and Review

We provide our employees with annual training to regularly reinforce our environmental goals and objectives with our team and ensure we remain on track to meet our targets.

Each year our team receives training on how to ensure alignment with our goals and implement accountability for results. This year, 100% of employees received written performance reviews that included social and environmental goals, ensuring we embody the values of social and environmental responsibility we advocate for.

## Certifications

Our commitment to sustainability is reinforced through internationally recognised environmental certifications. We adhere to the Climate, Community & Biodiversity Standards (CCB), which validate that our projects deliver measurable climate benefits, support local communities, and protect biodiversity. These standards ensure that our environmental initiatives go beyond carbon reduction, creating long-term positive impacts for ecosystems and people alike.

In addition to CCB, we actively pursue and maintain other relevant certifications that hold us accountable to high environmental and ethical standards. These certifications provide independent assurance of our progress, foster transparency with stakeholders, and guide us in continuously improving our environmental performance.

## Advocacy

We recognise that meaningful climate action requires systemic change. That's why we actively engage with policymakers to advocate for stronger climate legislation. Our efforts include lobbying governments to implement and enhance carbon-related laws, ensuring they align with global targets and promote fair, rapid decarbonisation. By working at this level, we aim to influence structural change that benefits both the planet and society.





# Governance

At The Rewilding Company, we recognise the importance of strong governance in ensuring transparency and accountability, acknowledging that these principles strengthen our business for both our clients and team. This year, we have put in place several governance practices that reinforce our dedication to ethical operations and sustainable growth.

## Commitment to ESG Integration

We are committed to embedding environmental, social, and governance (ESG) principles into our leadership and decision-making processes. To uphold this commitment, we will implement robust monitoring systems, set measurable targets, and regularly report on our progress.

Our Board of Directors conduct ESG reviews, assessing key performance indicators against our social and environmental targets. These reviews ensure that actions are implemented to drive continuous improvement.

By aligning our governance structures with ESG priorities, we strengthen accountability, transparency, and long-term value creation for all stakeholders. This rigorous evaluation process ensures our initiatives are effectively monitored, strategically prioritised, and aligned with our long-term objectives.

## Stakeholder-Focused Decision Making

We have formally embedded our commitment to balancing profit and purpose by amending our Articles of Association to consider the impact of our operations and decisions on all our stakeholders, including customers, suppliers, communities, and the environment. This ensures that our business is accountable to more than just financial performance, aligning with the principles of B Corp governance.

## Ownership Transparency

We are committed to openness and accountability in our business operations. To uphold transparency, we publicly disclose our company ownership, providing clear insight into our organisational structure and governance. This reinforces trust and accountability with all stakeholders.

## Objectivity

We are committed to upholding the highest standards of integrity in our reporting. By aligning our disclosures with recognised third-party standards, we ensure objectivity, credibility, and transparency in communicating our impact and performance.

Through our governance structure, we reinforce our commitment to responsible business practices, ensuring that The Rewilding Company continues to thrive while upholding integrity, transparency, and accountability at every level.





# Future Plans

We are thrilled by the progress we've made so far and are confident that the benefits we've shared are just a small preview of what's to come; there is always more we can do to elevate our social and environmental initiatives.

Together, we can make this journey a success, creating a business that benefits everyone it touches.

Our dedication to continuous improvement drives us to set even higher goals for the year ahead. Below, we outline our key ambitions for the next 12 months:

## B Corp Certification

We are currently working towards achieving B Corp certification, further solidifying our commitment to high standards of social and environmental performance, transparency, and accountability.

As part of this process, we have created several new policies and processes and defined significant commitments to improve our operations. Over the next year we will work hard to implement these and monitor our impact to ensure we achieve the goals we have set.

## Social Targets

We have focused our commitments for the next 12 months on achieving quantified social targets outlining our community, customer and employee-related goals. These include:

### 1. Social Impact Expansion

- Volunteer Days:
  - Contribute **300+ hours** of volunteering to our local community.
- Local Procurement:
  - Procure **>75%** purchases from suppliers with diverse ownership.

### 2. Employee Satisfaction

- Maintain an employee satisfaction of **80%**.

### 3. Employee Training

- Provide cross-job training to **25%** of our staff.
- Achieve a **50%** participation in external professional development opportunities.

### 4. Employee Attrition

- Continue outperforming industry benchmarks on attrition.

### 5. Customer Satisfaction

- Achieve our customer satisfaction targets of **100%** satisfaction.



# Future Plans

## Environmental Targets

To measure the impact of the policies and processes we have put in place this year to reduce our environmental impact, we have also set environmental targets for the next 12 months:

### 1. Responsible Waste Disposal

- Set a waste reduction target of **5%**.
- Ensure **100%** of our hazardous waste (e.g. batteries and electronic items) is disposed of responsibly, safely and in compliance with environmental standards, to minimise any associated negative environmental impacts.

### 2. Energy Conservation:

- Measure our company's energy usage.
- Continue procuring the **majority of our energy** from renewable sources.

### 3. Emissions Minimisation:

- Calculate our 2025 carbon emissions (Scopes 1, 2 & 3).
- Reduce our 2026 total emissions by **5%** from our 2025 baseline.
- Reduce our supply chain (Scope 3) emissions by **5%** from our 2025 baseline.
- Offset **100%** of our Scope 1, 2 & 3 emissions.

### 4. Service-Level Impacts

- Offset our CO<sub>2</sub> emissions.
- Protect 20 vulnerable species.
- Protect 8,000 hectares of Sierra Leone forest.

### 5. Sustainability Training:

- Ensure **100%** staff complete our annual sustainability training course.

## Impact Reports

We will be creating another Impact Report 12 months from now, that will detail our progress against the previously set out targets. We also hope to include further improvements in our processes and policies.

By focusing on these priority areas, we aim to continue leading by example and deliver meaningful outcomes for all our stakeholders over the next year.



# THE REWILDING COMPANY

**Impact Report 2025**



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