



Carbon Reduction Plan

The Owl Centre Limited

Publication date: March 2026

Commitment to achieving Net Zero:

The Owl Centre Limited is committed to achieving Net Zero emissions by 2034

Baseline Emissions Footprint:

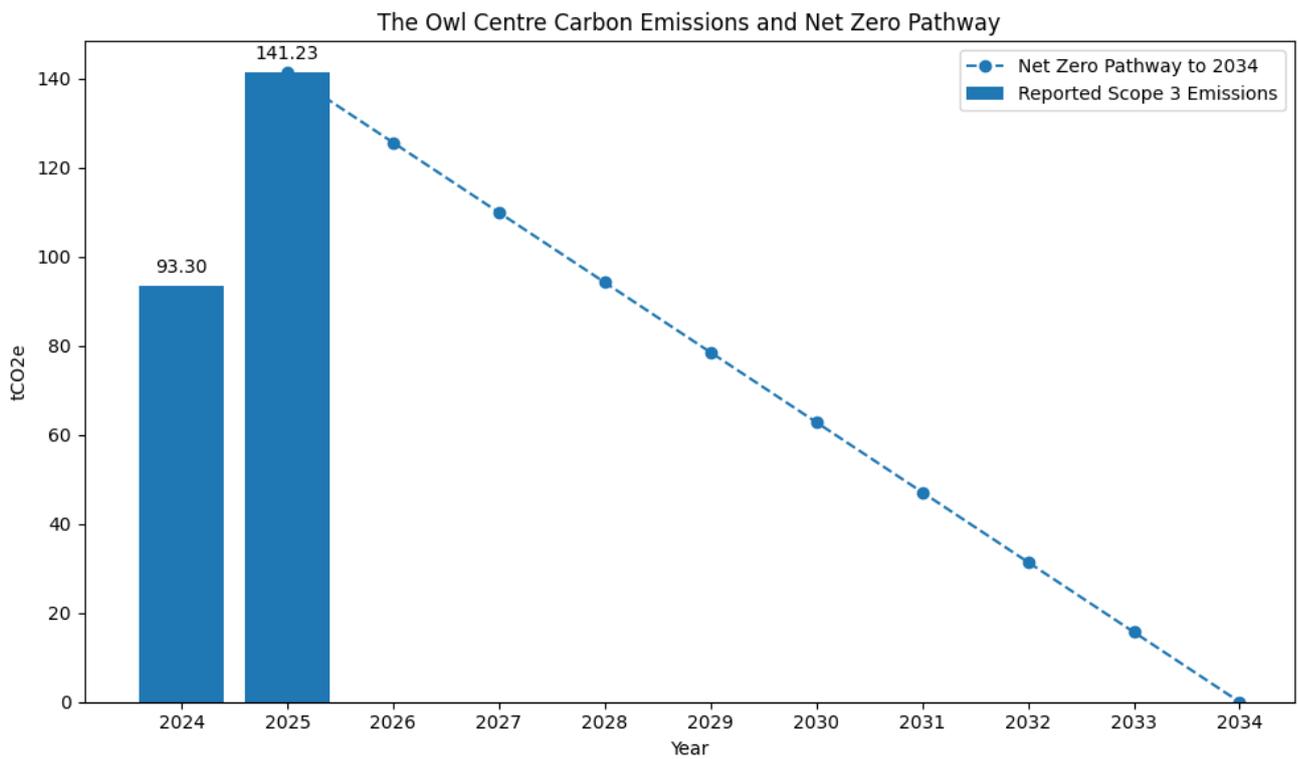
In October 2024, The Owl undertook a baseline assessment of the organisations carbon emissions. As was completed for January 2023 – December 2023.

Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
<p>Baseline year emissions: The Owl as an organisation that has no premises rented or owned and operates on remote basis with staff working from domestic properties across the UK. Therefore, operates on a carbon light basis.</p> <p>The baseline assessment was completed using https://businesscarboncalculator.normative.io/ accessed on 1st Oct 2024</p> <p>Company expenses from January 2023 – December 2023 were used to calculate the emissions. This includes the following areas</p> <ul style="list-style-type: none">• 1 company car, Hybrid make and model.• Milage claimed from employees of the company.• Travel expenses including train travel• Use of Hotels• Capital expenditure undertaken in 2023 <p>All emissions fell under Scope 3</p>	
EMISSIONS	TOTAL (tCO₂e) 93.3
Scope 1	None Generated
Scope 2	None Generated



Scope 3 (Included Sources)	93.3
Total Emissions	93.3

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e) 141.23
Scope 1	Not Generated
Scope 2	Not Generated
Scope 3 (Included Sources)	141.23
Total Emissions	141.23





Business growth brings both opportunity and responsibility. The Owl staff expansion has led to an increase in emissions as the workforce and service reach continue to grow. Current emissions sit predominantly within Scope 3, reflecting a remote, decentralised operating model without owned or leased premises. Commitment to Net Zero by 2034 remains unchanged, with a clear focus on reducing environmental impact alongside organisational development.

Efforts are already in place to limit emissions where possible. In early 2026 the company made its office to Pontypool on a rented basis; the office has sustainable measures such as recycling and electric car charging ports throughout. Therefore, we utilise our hybrid working model, which continues to reduce travel and energy demand associated with physical premises. While environmental initiatives, including tree planting and the development of an Employee Value Proposition (EVP) that promotes sustainable behaviours, are helping to offset and minimise impact. Our EVP allows staff to access electronic vehicles in a cost-effective manner via salary sacrifice, since The Owl's EVP release, 6 members of the staff have taken up the offer so far. Ongoing growth is being balanced with conscious decision-making, of which guarantees that environmental considerations are part of operational planning, workforce expansion, and service delivery.

The Owl recognises that emissions may rise in the short term as the organisation scales, while maintaining a clear and measurable pathway toward reduction over time, aligned with the Net Zero commitment.

Carbon Reduction Projects

The following environmental management measures and projects have been commenced in the reporting year 2023.

In 2023 we undertook carbon offset by subscription to Carbon Neutral Britain, this is tree planting finished throughout the UK and has offset 15 metric tonnes of carbon in the 2024 alone.

The carbon emission reduction achieved by these schemes equate to 15 tCO₂e, a 16.67% reduction against the 2034 baseline and the measures will be in effect when performing the contract

In the future we hope to implement further measures such as:

- **Increase our subscription to carbon neutral Britain to increase the level of offset.**
- **Encourage a greater use of train travel through our company expense policy.**
- **Limit the number of team or remote**

Full focus across 2026 centres on the continued development and delivery of the Employee Value Proposition (EVP), recognising its role in supporting both workforce wellbeing and environmental responsibility. Greater emphasis is being placed on embedding sustainable practices into everyday



working behaviours, encouraging low-carbon choices in travel, home working, and resource use. Clear communication, staff engagement, and practical guidance will support colleagues to make informed, environmentally conscious decisions, while aligning personal and organisational values. Strengthening the EVP in this way creates a culture where sustainability is part of how work is experienced and delivered, contributing meaningfully to emissions reduction while supporting a motivated and connected workforce.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³. This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of The Owl

Date: 19th March 2026

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>