

CARBON REDUCTION PLAN

Owen & Palmer Ltd



12/06/2025

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Introduction and Net Zero Commitment

We aim to achieve Net Zero as an organisation by **2050**.

To achieve this ambitious aim, we will make reducing carbon emissions integral to all business planning and decision-making processes.

This Carbon Reduction Plan details the key initiatives we will put in place as our business grows to achieve our Net Zero ambitions.

1. Baseline Year Carbon Emissions

Baseline year carbon emissions are the reference point against which emission reductions can be measured. They are a record of the greenhouse gases that have been emitted in the past prior to the introduction of any emission reduction strategies.

Baseline Year	2024	
Scope 1 Emissions	101.92	tCO ₂ e
Scope 2 Emissions	Location-Based = 7.06 Market-Based = 0	tCO ₂ e tCO ₂ e
Scope 3 Emissions	242.04	tCO ₂ e
Scope 3 Categories (inc. PPN 06/21 Categories):	1 = 200,898 2 = 0 3 = 27,127 4 = 8,075 5 = 382 6 = 0 7 = 5,557 9 = 0	kgCO ₂ e kgCO ₂ e kgCO ₂ e kgCO ₂ e kgCO ₂ e kgCO ₂ e kgCO ₂ e kgCO ₂ e
Total Carbon Emissions	Location-Based = 351.02 Market-Based = 343.96	tCO ₂ e tCO ₂ e

2. Current Year Carbon Emissions

Current year carbon emissions are a record of the greenhouse gases that have been emitted in the most current reporting year following the introduction of emission reduction strategies.

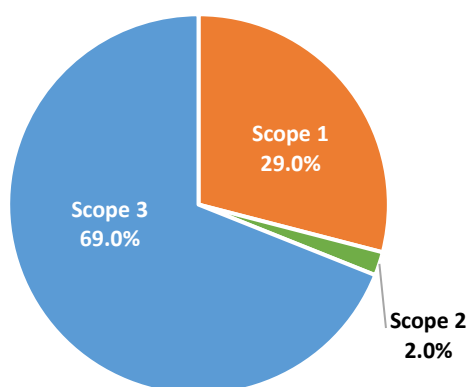
Current Year	2024	
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2.1. Summary of Current Carbon Emissions

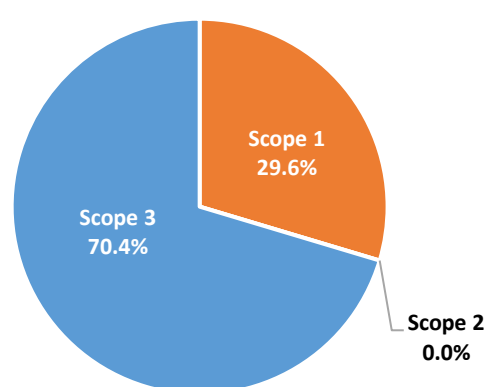
Emission Scope	Description	End Use	Current Carbon Emissions (tCO ₂ e)	% of Total
Scope 1	Diesel	Company Owned Vehicles	101.92	29.0 %
Scope 2	Location-Based Electricity Market-Based Electricity	Electricity Consumption	7.06 0	2.0 % 0 %

Emission Scope	Scope 3 Category		Applicable to the Business?	Current Carbon Emissions (tCO ₂ e)	% of Total
Scope 3	1	Purchased Goods & Services	Yes	200.90	83.0 %
	2	Capital Goods	No		
	3	Fuel & Energy-Related Activities Not included in Scope 1 or Scope 2	Yes	27.13	11.2 %
	4	Upstream Transportation & Distribution	Yes	8.08	3.3 %
	5	Waste Generated in Operations	Yes	0.38	0.2 %
	6	Business Travel	No		
	7	Employee Commuting	Yes	5.56	2.3 %
	9	Downstream Transportation & Distribution	No		

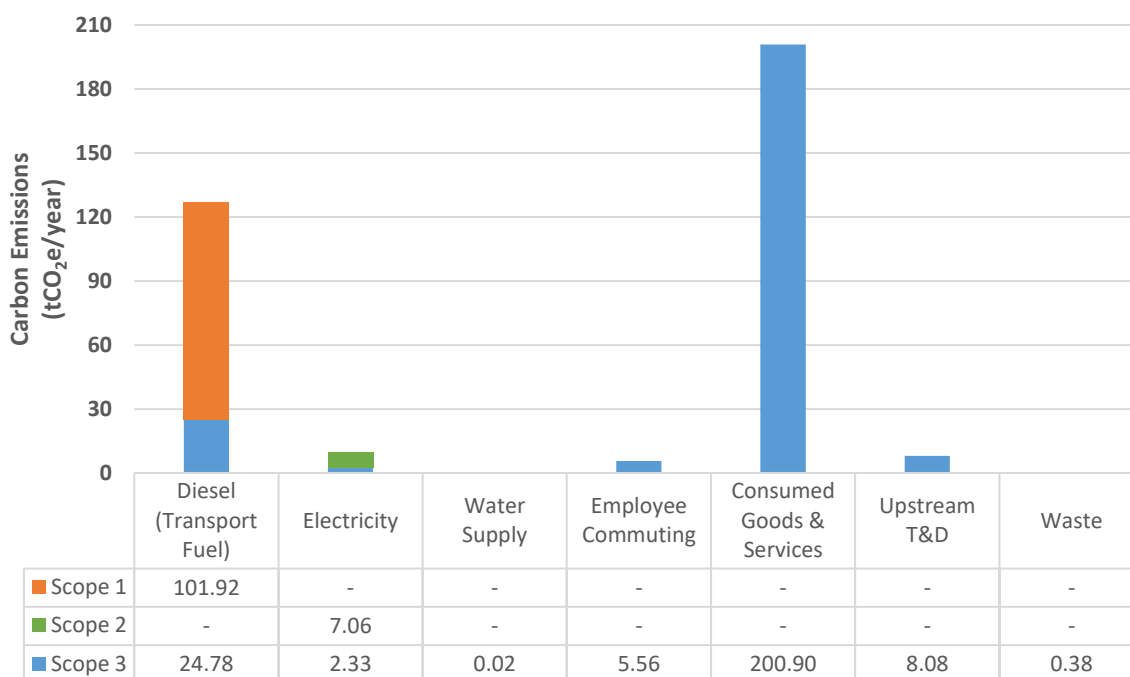
Location Based Carbon Emissions
by Scope



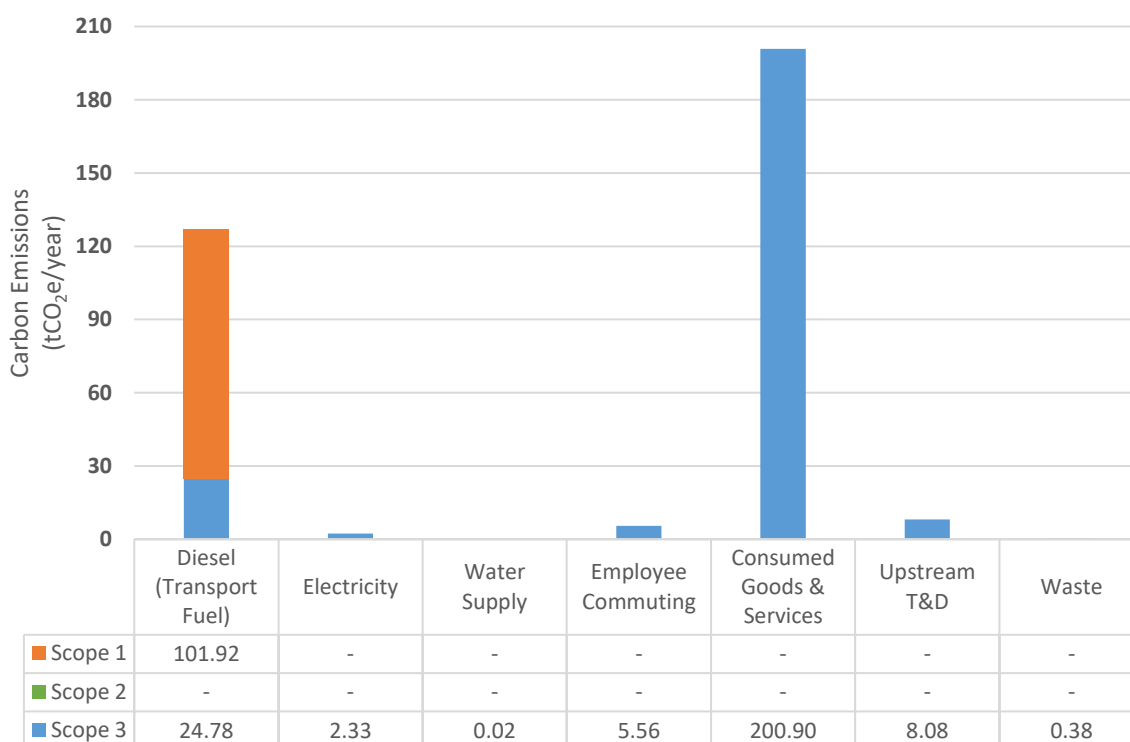
Market Based Carbon Emissions
by Scope



Location Based Carbon Emissions by Resource



Market Based Carbon Emissions by Resource



3. Carbon Emissions Reduction

3.1. Targets

In order to be Net Zero, we need to first make significant reductions to our carbon emissions and then offsetting as a last resort. Any offsetting will be used to counteract the essential emissions that remain after all available reduction initiatives have been implemented.

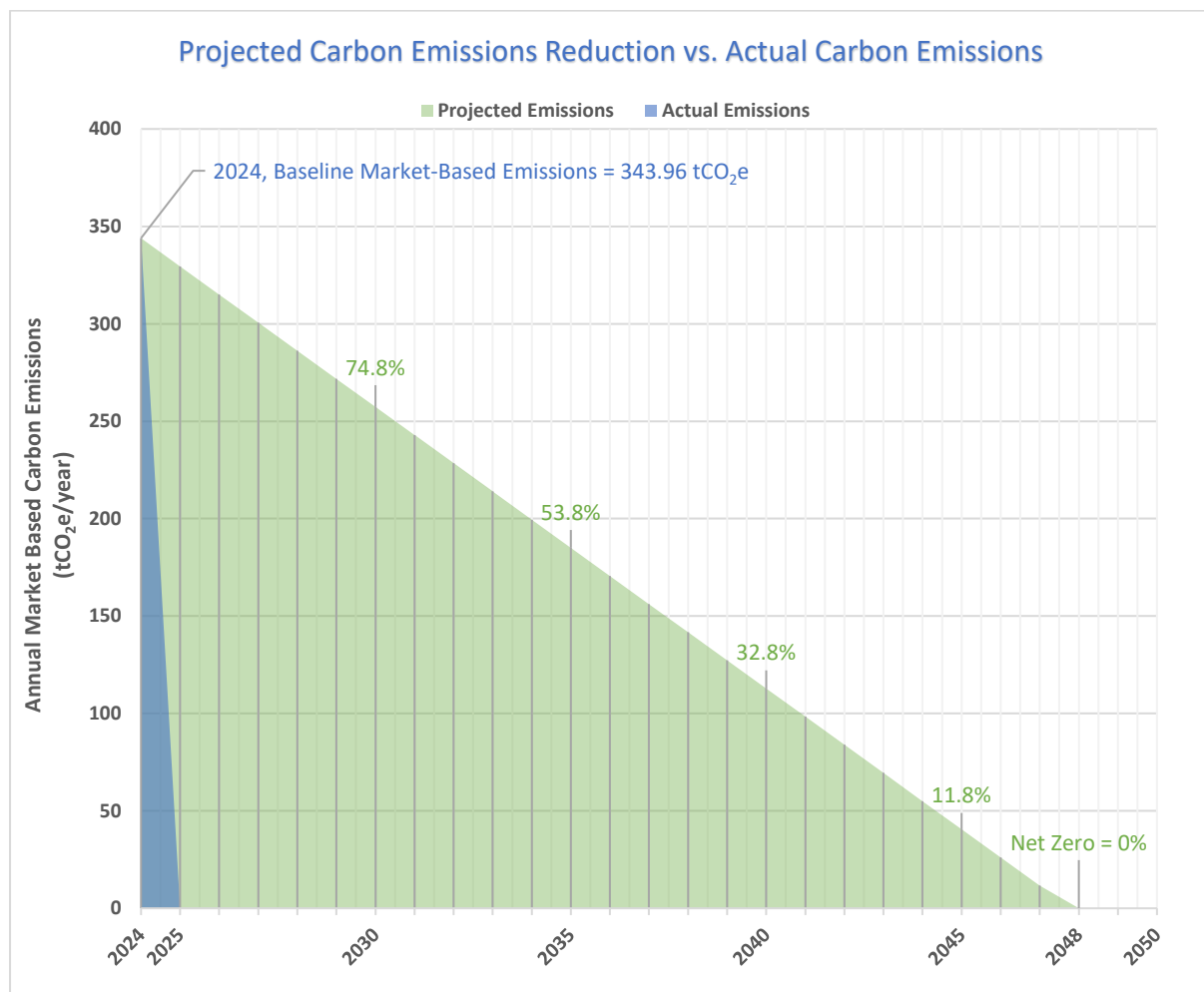
To achieve Net Zero by 2050, we will be using the *Science-Based Targets Initiative*¹ recommended 4.2% annual reduction on baseline emissions, and have adopted the following carbon reduction target:

We project that our carbon emissions will decrease over the next Five Years to 257.28 tCO₂e by 2030.

This is a reduction of 25.2%.

3.2. Projected vs. Actual Reduction

The progress of our Net Zero and carbon reduction targets are shown in the graph below, demonstrating our actual carbon emissions to date against our projected carbon emissions.



3.3. Actions

In order for us to achieve the 25.2% reduction target by 2030, we will be implementing the following reduction actions on the business' top 5 highest emitting areas over the next Five Years:

Rank	Emissions Source	Current Carbon Emissions (tCO ₂ e)	% of Total	Suggested Actions
1	Purchased Goods & Services	200.90	58.4 %	• Reduce unnecessary purchases and buy second hand. • Reuse and repair. • Procure products and services from local suppliers. • Use products and suppliers who focus on sustainable materials and processes.
2	Company Owned Vehicles	126.70	36.8 %	• Replace fleet with more efficient, Euro 6 standard vehicles. • Switch to hybrid/electric vehicles, use a low carbon alternative fuel (e.g. HVO) • Reduce businesses travel or fleet size. • Introduce telematics and route planning software.
3	Upstream T&D	8.08	2.3 %	• Opting for suppliers of low-carbon transportation. • Switch to local and more sustainable suppliers. • Reduce number of deliveries per week. • Improve monitoring of delivery data (mass, mileage etc).
4	Employee Commuting	5.56	1.6 %	• Incentivise active transport. • Encourage the use of public transport. • Maximise the use of group travel.
5	Electricity	2.33	0.7 %	• Occupant behaviour change. • Energy reduction equipment. • Install Solar PV and battery storage.

4. Action Plan

4.1. Calculating Our Emissions

To manage our emissions, we need to regularly monitor and record our emissions, following the actions below. The Sustainability Champion is responsible for collecting and recording the data as well as publishing the annual emissions report.

Action	Target	Timeframe
Identify a person in the organisation who is responsible for collecting the emission data and for reviewing the progress of these actions.	Sustainability Champion appointed.	ASAP
Create a database to easily record and review our emission data.	Database created.	ASAP
Identify, record and calculate our Scope 1 emissions. <i>(Emissions generated from the direct combustion of fuel that are controlled or owned by an organisation.)</i>	Emissions itinerary created.	Short-term
Identify, record and calculate our Scope 2 emissions. <i>(Emissions generated from purchased electricity, steam, heating and cooling consumed by an organisation.)</i>	Emissions itinerary created.	Short-term
Identify Scope 3 Emissions ² . <i>(All other emissions generated in an organisation's value chain, especially: Purchased Goods & Services, Employee Commuting, Business Travel and Waste Generated.)</i>	Emissions itinerary created.	Long-term
Create plan for assessing how will we start collecting data in order to calculate Scope 3 emissions.	Scope 3 data collection plan created.	Mid-Term
Create a carbon reduction method statement and publish, along with Carbon Emissions Summary, to raise management/staff awareness of ongoing carbon importance and to populate targets during annual audits.	Reporting progress and goals to management.	On-going.

4.2. Energy & Water Efficiency

We will encourage staff to be energy efficient by following these energy saving practices.

Action	Target	Timeframe
Regularly review and improve the energy efficiency of our business.	A continued reduction in electricity/gas consumption.	On-going
Regularly review and reduce the water consumption of our business.	A continued reduction/ no increase in water consumption.	On-going
Encourage staff to be energy efficient by making it part of usual procedure to turn all electrical equipment and lighting when not in use.	100% staff aware of and engaged in our energy and water efficiency practices.	On-going
Continue to procure from 'green alternatives' when renewing services contracts.	100% of energy used is from green alternatives.	On-going
Addition of solar PV to head office/base of operations, including battery storage to reduce reliance on grid and provide efficiencies in energy distribution.	X% of energy use is directly generated onsite.	Short-term.

4.3. Logistics

We will continue to minimise mileage and logistic fuel consumption through the following methods.

Action	Target	Timeframe
Ensure that company vehicles are regularly maintained, and transport is coordinated to minimise fuel use.	100% company vehicles are as fuel efficient as possible (Euro 6).	On-going
Examine the economics and potential of using, and providing at base, access to hydrogenated vegetable oils (HVOs) as a lower impact fuel for our fleet of vehicles	Establish viability of HVOs and adopt where possible.	Long-term
When purchasing new vehicles for the company, make sure they are fuel efficient and/or zero emission vehicles.	XX% reduction in emissions arising from company vehicles by 2030/2035/2040.	Long-term
Encourage staff to car share, use public transport/ cycle/walk to work.	Increase the number of staff car sharing and/or using public transport/cycling/walking to work.	Long-Term
Add EV charging points to base, and staff homes, to encourage and add range/capacity to electric vehicles.	Increase use in EV and reduce vehicle mile-range problems.	Short-Term
Utilise digital technologies for virtual meetings, minimising travel mileage.	Increase the number of virtual meetings.	On-going

4.4. Procurement

We will increase the sustainability of our supply chain using the following practices and policies.

Action	Target	Timeframe
Ask new/existing suppliers to provide evidence of their sustainability practices and policies to ensure they match our decarbonisation aspirations.	100% of our suppliers can evidence their sustainable practices.	Short-term
Continue to use local suppliers wherever possible.	Most of our suppliers are local.	On-going
Review our bill of materials to reduce unnecessary purchases and avoid purchasing products that contain raw and/or hazardous materials as much as possible.	Increase in the amount of sustainable, environmentally friendly materials procured.	Short/ Mid-term

4.5. Waste Generated in Operations

We will focus on reducing the waste generated by the business by implementing the below actions.

Action	Target	Timeframe
Record how much waste is generated and monitor disposal routes, setting annual reduction targets.	Create a waste management plan and set reduction targets.	Short-term
Only order quantities of materials and products that we know we will use to avoid unnecessary waste.	No products/ materials left over after each project.	On-going
Avoid single-use plastic, and reuse and recycle materials/products as much as possible to minimise waste sent to landfill.	XX% reduction in waste sent to landfill.	On-going
Become a paperless business, utilising digital services to reduce the amount of paper we use.	Digitalise the business as much as possible.	Mid-term

Avoid using products with excess packaging and wherever possible, make sure packaging is recyclable and/or can be reused.	The amount of packaging that is delivered is reduced by XX%.	On-going
Ensure that all waste generated onsite is pre-sorted and returned to base for recycling.	Zero waste left on working sites for 100% of commercial jobs.	On-going

4.6. Biodiversity

We will promote the importance of improving the local biodiversity, increasing sustainability and our environmental impact.

Action	Target	Timeframe
Adopt a biodiversity policy/eco code to promote the protection, conservation, and sustainable use of biologically diverse ecosystems and habitats.	Create a Biodiversity Policy	Short-term
Risk assess the business and its potential impacts on the environment.	Environmental Impacts Assessment	On-going
Risk assess works/jobs at design level to actively identify vectors, mitigate emissions, eliminate impacts, and plan for worse-case-scenarios where potential polluting elements cannot be avoided.	Works Based Risk Assessments	On-going

4.7. Employees

We do our best to provide our staff with support on matters such as upskilling, mental health and emotional wellbeing, these include *CPD (continued personal development), increasing skills and education of staff, open door policy to discuss issues, access to occupational health and private healthcare.*

Action	Target	Timeframe
Provide training opportunities for employees to allow for growth and upskilling.	Increase the number of training courses attended by employees.	Mid-term
Provide ongoing support to improve our team's physical health, mental health and well-being.	Ensure 100% of the employees are aware of the support services we provide.	Mid-term
Nominating a member of staff to take part in wellbeing training and mental health first aid.	Provide direct access work based support to all staff.	Mid-term

4.8. Local Community

We will continue to work with our local community to help where we can and support the following charities/organisations: *Voluntary emergency services (coast guard, fire service) local organisational groups etc.*

Action	Target	Timeframe
Continue to support local charities/organisations to help develop the local circular economy.	Ensure 1-3 local charities/ organisations are supported each year.	Mid-term
Continue to recruit locally and employ local people though work-experience, apprenticeship schemes with local colleges.	Continue to provide 2 new apprenticeship opportunities per	On-going

	year and a number of work-experience placements.	
Continue to support staff with flexible working hours so they can continue charity work or supporting their family commitments (school runs, illness etc)	Ensure support continues.	On-going

5. Methodology & Governance

The carbon accounting was carried out by Business Wales and their Green Growth Calculator via a Decarbonisation Advisor. This will be the carbon accounting methodology going forward.

The Sustainability Champion will monitor our progress against the actions set out in this Action Plan and ensure that we meet the targets set within the timeframes.

The Sustainability Champion will review our progress annually and publish the findings in an annual sustainability report. They will also regularly report our progress to the key stakeholders of the business.

6. Declaration & 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Name: Eirian Thomas



Position: Director

Date: 12/06/2025

Next Review Date: June 2026

7. Appendix

7.1. Background of the Carbon Emissions Scopes

One of the leading organisations offering standards and guidance for the accounting of a business's carbon emissions is the GHG Protocol. The GHG protocol first categorised the reporting of carbon emissions into **3 Scopes**: *Scope 1*, *Scope 2*, and *Scope 3*. The GHG Protocol defines each scope as follows:

- **Scope 1:** Direct emissions from owned or controlled sources.
- **Scope 2:** Indirect emissions from the generation of purchased electricity.
- **Scope 3:** All other indirect emissions that occur in a company's supply chain.

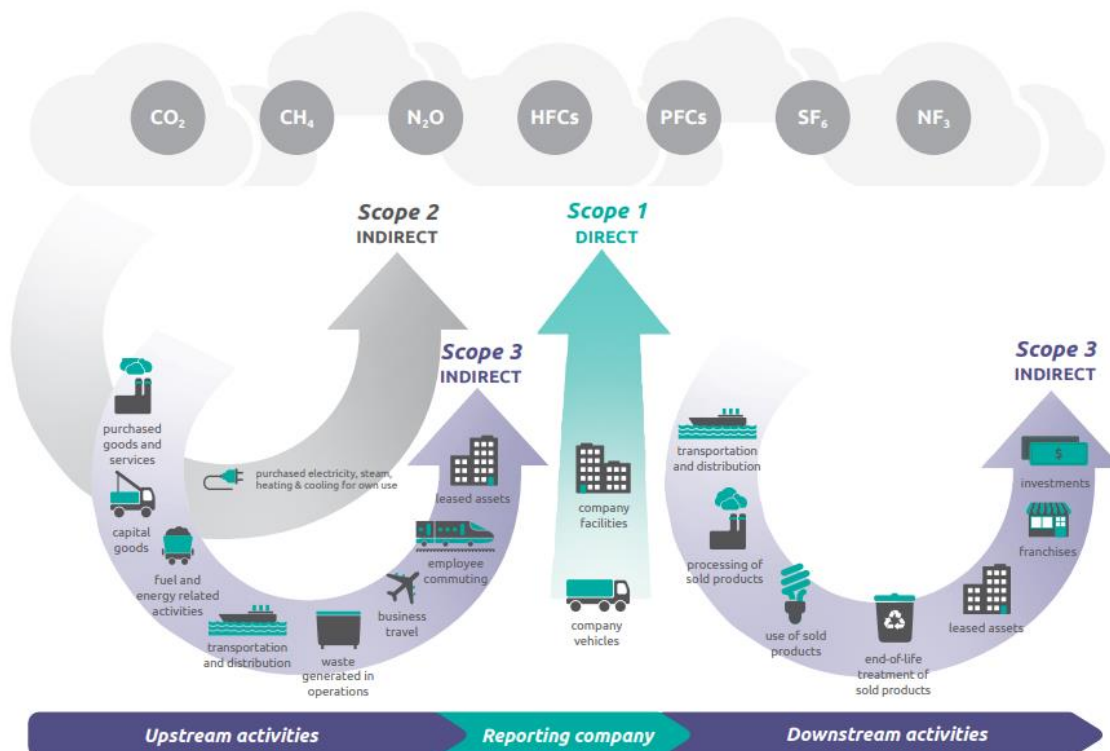


Figure 1: Overview of GHG Protocol Scopes and Emissions³

7.2. Legislative & Policy Context

The climate crisis is one of the biggest challenges of our time. Wales declared a climate emergency in 2019 and the Welsh Government has legislated to reduce greenhouse gas (GHG) emissions to net zero by 2050.

This document and the Carbon Reduction Plan supports:

- *The 17 UN Sustainability Development Goals (SDG4³*, which cover global issues such as poverty, inequality, and climate change and which the private sector is expected to contribute towards.
- *The Well-being of Future Generations (Wales) Act (2015)⁵*, which provides a framework for sustainable development in Wales and aims to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- *The Environment (Wales) Act 2016⁶*, which requires Wales to reduce greenhouse gas emissions to net zero for the year 2050 and introduces several measures to improve and protect the environment in Wales.
- *Prosperity for All: A Low Carbon Wales⁷ and Net Zero Wales Carbon Budget 2⁸*, which set out the different commitments and actions needed from Welsh individuals, businesses, and the public sector in order to reach net zero emissions by 2050.
- *The Towards Zero Waste⁹ and Beyond Recycling¹⁰* strategies which set out the actions needed for Wales to become a zero-waste nation by 2050 while maximising on the economic potential from the circular economy.

References

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3. *World Resources Institute - Greenhouse Gas Protocol:* <https://www.wri.org/initiatives/greenhouse-gas-protocol>
4. *The 17 UN Sustainability Development Goals:* <https://sdgs.un.org/goals>
5. *Well-being of Future Generations (Wales) Act 2015:* <https://www.futuregenerations.wales/about-us/future-generations-act/>
6. *Environment (Wales) Act 2016:* <https://www.gov.wales/environment-wales-act-2016-factsheets>
7. *Prosperity for all: a low carbon Wales:* <https://www.gov.wales/prosperity-all-low-carbon-wales>
8. *Net Zero Wales Carbon Budget 2 (2021 to 2025):* <https://www.gov.wales/net-zero-wales-carbon-budget-2-2021-2025>
9. *Towards zero waste: our waste strategy:* <https://www.gov.wales/towards-zero-waste-our-waste-strategy>
10. *Beyond recycling:* <https://www.gov.wales/beyond-recycling>