

Carbon Reduction Plan

Supplier name: Oakland Publication date: 02/02/2026

Commitment to achieving Net Zero

Oakland is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: FY 2021/2022	
Additional Details relating to the Baseline Emissions calculations.	
Our greenhouse gas emissions are calculated in line with the Greenhouse Gas Protocol using the operational control approach to boundary setting. We include the seven greenhouse gases named by the Kyoto Protocol expressed as carbon dioxide equivalent. Our baseline year is FY 2021/22. Where historical data were not collected, our baseline contains estimates. Because we anticipate our people working from home as part of our new hybrid working arrangements, we have included home working emissions in our baseline.	
Baseline year emissions (tCO₂e): 2021	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	5.21
Scope 3 (Included Sources)	Upstream transportation and distribution: 3.48 Waste generated in operations: 0.08 Business travel: 4.84 Employee commuting: 5.38 Downstream transportation and distribution: 0 Total: 13.79
Total Emissions	19.00

Current Emissions Reporting

Reporting Year: FY 2024/2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.005
Scope 2	0.205
Scope 3 (Included Sources)	Upstream transportation and distribution (electricity): 0.25 Online Office Tools (Office 365): 0.4 Cloud Use: 0.30 Homeworking: 39.18 Water Supply: 0.05 Water Treatment: 0.05 Materials Use and Waste: 0.06 Business travel: 19.13 Employee commuting: 4.85 Total: 64.29
Total Emissions	64.50

Review of year-on-year carbon emissions

In 2021 the Covid-19 pandemic meant The Oakland Group team conducted most of their work remotely resulting in a greatly reduced pattern of travel when compared to 'normal' years. This meant the baseline year (2021) may not be a true reflection of our carbon emissions. Having assessed The Oakland Group's carbon figure for 2022 our baseline year was clearly an under representation of 'normal' non covid years.

2022 was more of a 'normal' year in terms of how Oakland operated with an increase in travel to client sites and increase in time spent in the office. It is also noteworthy that our company has grown and effectively doubled in size, which naturally has had an impact to our carbon emissions. The other note of worth is the introduction of the working from home emissions calculation within Scope 3 which is a notable contributing factor to our overall emissions.

In 2023 Oakland have again grown in size by approximately 30%, however there has been a decrease in office attendance compared with 2022 meaning that more of our Scope 3 emissions come from home working. Conversely, office based energy consumption and materials use/waste is down on 2022. We have had a small amount of overseas travel and accommodation to account for this year. Despite the employee count increasing by 30%, our footprint has grown by less than 1%.

In 2024 Oakland saw stability in headcount, most metrics remained broadly the same as the previous year with the exception of additional business travel as the post covid transition to more 'traditional face to face working' increased. Oakland has also introduced additional green schemes, such as discounts for greener community, cycle to work and emphasis on staff to travel by train over car where possible. In addition a company EV scheme was introduced all with the aim of incentivising greener transportation.

Emissions reduction targets

We have committed to achieve Net Zero Targets by 2050 and as seen below have purchased a further 100 Tonnes CO₂e Emissions Offset (see figure 1) via Carbon Neutral Britain. However, there is further work we can do to reduce our generated emissions. Successes this year are as follows:

- Our office continues to operate on 100% certified renewable energy and additional energy saving measures are in place (Limiting our scope 2 emissions).
- We've increased the value of our cycle to work scheme and introduced a EV scheme (reducing our Scope 3 emissions)
- We have also actively encouraged our staff to travel by greener public transport over private vehicles where possible.



Figure 1 Oakland Group Carbon Offset Certificate

Completed Carbon Reduction Initiatives

Additional carbon reduction projects include the following:

- Promotion of office recycling process to staff, limiting waste.
- Use of our sustainable business travel policy, promoting public transport first.
- Use of local suppliers and review of supplier environment policies.

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 Supplier:

A handwritten signature in black ink, appearing to be 'M. Khan', written over a horizontal line.

Date: 02/02/2026

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>