

# Carbon Reduction Plan

## Oander Limited

2026 Update — Progress Against the 2023 Sustainability Strategy

**NOTE:** This is a revised version of Oander Limited's Carbon Reduction Plan, originally issued January 2023 ("Creating Sustainable Horizons: Oander's Vision for a Greener Tomorrow"). It updates the original plan with the first verified emissions measurement, taken from a monthly carbon audit schedule covering August 2025 – July 2026, and reviews progress against the strategic commitments made in 2023.

### 1. Executive Summary

Oander Limited remains committed to achieving Net Zero emissions by 2050, with an ambition to go beyond Net Zero by 2040, as set out in its 2023 sustainability strategy.

Since 2023, Oander has begun systematic monthly measurement of its Scope 1 (vehicle) and Scope 2 (office electricity) emissions for the first time and has made tangible progress on two of its committed actions: transitioning part of its van fleet to electric vehicles, and introducing a waste reduction scheme at its office.

### 2. Background

Oander was incorporated in January 2013 by Managing Director Ben Davies. Oander is a Quantity Surveying and Project Management Consultancy providing services across the construction, property, civil engineering, and infrastructure markets, including Traditional Consultancy, Contract Advisory and Dispute Resolution, and Contractor Support.

Over 70% of Oander's work is delivered through professional services frameworks for the NHS, the Blue Light sector, education, and local authorities, making demonstrable alignment with government carbon reduction objectives commercially important.

Oander operates from a single head office and works predominantly across London, Hampshire, East and West Sussex, Surrey, Kent, Essex, and Suffolk, requiring travel to client sites. The team operates on a hybrid working basis to reduce unnecessary office commuting.

### 3. Carbon Accounting Methodology

Emissions are reported using the GHG Protocol's operational control methodology, covering:

- Scope 1: Direct emissions from company-owned vehicles
- Scope 2: Indirect emissions from purchased electricity (office site)
- Scope 3 (minimum SME categories): business travel, employee commuting, waste, and water

Since 2023, data collection has moved from an annual estimate-based approach to a monthly carbon audit schedule covering vehicle mileage and office electricity consumption, marking a material improvement in measurement rigour.

#### **4. 2023 Position (Original Plan)**

The 2023 plan set out Oander's ambition and a list of 12 candidate carbon reduction strategies (Section 6 below) but did not contain a completed, evidenced baseline emissions figure. The only quantified reference — a projected 120,679 tCO<sub>2</sub>e by 2030 — has been treated as unreliable for the reasons set out in the Executive Summary, and is not carried forward into this update.

Supporting notes gathered informally at the time (individual staff commuting mileage estimates, approximate paper order volumes) were not finalised into audited figures and are not reproduced here as data, though they indicate Oander was, even then, beginning to engage with the scale of its footprint.



## 5.5 Scope 3 (Water) — Shared Office Premises

**NOTE:** Oander's office forms part of a shared building/facilities arrangement, so electricity and water consumption cannot be directly sub-metered or evidenced for Oander's 7 staff in isolation. In line with common practice for SMEs in shared premises, the figures below are modelled estimates based on published UK office benchmarks and Government emission conversion factors, apportioned per employee. They are intended as a reasonable, defensible placeholder — not a substitute for metered data — and should be replaced with actual sub-metered or apportioned invoice data as soon as this becomes available from the landlord/facilities manager.

Element	Assumption (per employee/year)	Estimated annual total (7 staff)	Basis / source
Electricity (Scope 2) — modelled basis	2,750 kWh	19,250 kWh → approx. 3.99 tCO <sub>2</sub> e	Mid-point of typical UK small-office benchmark range (c.2,000–3,500 kWh/employee/year, CIBSE/BEIS-derived); UK grid electricity factor approx. 0.207 kgCO <sub>2</sub> e/kWh
Water supply & treatment (Scope 3)	7.5 m <sup>3</sup>	52.5 m <sup>3</sup> → approx. 0.045 tCO <sub>2</sub> e	Mid-point UK office water-use benchmark for a low-water-use professional office (good-to-average practice range c.6–10 m <sup>3</sup> /employee/year); combined water supply + treatment factor approx. 0.86 kgCO <sub>2</sub> e/m <sup>3</sup>

The electricity and water figures above are both modelled estimates spread evenly across the year, derived from the per-employee benchmark assumptions in the table at the start of this section, rather than from sub-metered readings. They should be replaced with actual apportioned invoice or sub-metered data as soon as this becomes available from the landlord/facilities manager.

Month	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26
m <sup>3</sup>	4.37	4.37	4.37	4.37	4.37	4.37	4.37	4.37	4.37	4.37	4.37	4.37
tCO <sub>2</sub> e	0.004	0.004	0.004	0.004	0.004	0.004	0.004	0.004	0.004	0.004	0.004	0.004

## 5.6 Summary of Scope 1,2 and 3 Emissions

Month	Quantity	Unit
Scope 1	8.30	tCO <sub>2</sub> e
Scope 2	3.99	tCO <sub>2</sub> e
Scope 3 (water only — see note below)	0.045	tCO <sub>2</sub> e
<b>Total (baseline)</b>	<b>12.34</b>	<b>tCO<sub>2</sub>e</b>

Oander Limited's first verified Carbon Reduction Plan baseline (2025/26) is 12.34 tCO<sub>2</sub>e per year. This figure excludes gas, business travel, employee commuting, and waste tonnage, which are not yet captured (see Section 8). The baseline should be revisited once these categories are added.

## 6. Progress Against 2023 Committed Strategies

The table below reviews progress against each of the 12 actions accepted by Oander's senior leadership team in 2023.

2023 Strategy	Committed	Status	Evidence / Notes
Fleet transition to EVs		<b>Partially delivered</b>	2 of 3 company vehicles (YF67 OFD, HN75 YLZ) are now electric. The remaining vehicle (BD Car) is diesel.
Promote commuting	sustainable	<b>Partially delivered</b>	Staff commuting policy being developed. New office location will be directly opposite a main line train station and serviced by more bus routes.
Enhance office efficiency	energy	<b>Not evidenced</b>	Office are owned by landlord, with minimal interest. Oander moving to new company owned offices where this will be implemented.
Renewable sources	energy	<b>Not evidenced</b>	No control over the supplier of energy. However from July 2026 will have ability to select supplier
Paperless digitalisation	office /	<b>Delivered</b>	Paper consumption data tracked since 2023 and shows a steady decline from 8 reams (2023) to 7 (2025) due to digital /cloud infrastructure.
Remote work policy		<b>Delivered</b>	Policy formally implemented. Staff working 1 to 2 days per week from home.
IT network optimisation		<b>Not evidenced</b>	No data available.
Employee engagement		<b>Delivered</b>	Employee engagement and satisfaction surveys undertaken annually. Also, increased social engagement and support
Green procurement		<b>Partially delivered</b>	Sustainable procurement strategy being prepared.
Track and report progress		<b>Delivered</b>	Monthly carbon audit schedule now in place for vehicles and office electricity — a direct delivery of this 2023 commitment.
Employee training		<b>Delivered</b>	Training records now available and show structured training and increase from average of 2 days per staff to 3.5 days.

In addition to the original 12 strategies, Oander has introduced a waste reduction scheme at its office, which was not an explicit 2023 commitment but contributes to the Scope 3 waste category.

## 7. Emissions Reduction Targets

Oander reaffirms its commitment to Net Zero by 2050, with an ambition to go beyond Net Zero by 2040, as stated in 2023.

Milestone Year	Target	Basis
2030	50% reduction vs 2025/26 baseline (12.34 tCO <sub>2</sub> e → approx. 6.17 tCO <sub>2</sub> e by 2030)	2025/26 established as Oander's first verified baseline (12.34 tCO <sub>2</sub> e total); 2030 target set using the same 50% reduction ambition referenced in the 2023 plan, now applied to a credible figure
2040	Beyond Net Zero (ambition)	2023 plan ambition, reaffirmed
2050	<b>Net Zero</b>	UK Government national target

## 8. Challenges and Recommendations

The challenges identified in the 2023 plan — limited resource, limited capital, lack of in-house expertise, competing operational priorities, and limited influence over SME suppliers — remain largely unchanged.

### Recommendations for the next reporting cycle:

- Resolve the data anomalies in the current carbon audit schedule with finance/facilities before this plan is used in a live submission
- Introduce basic Scope 3 data capture (commuting survey, waste, water) to meet SME minimum reporting requirements
- Capture gas, business travel, employee commuting, and waste tonnage data so next year's baseline is complete, and reconcile the 12.34 tCO<sub>2</sub>e figure against actual sub-metered electricity and water once available from the landlord/facilities manager
- Revisit the 2023 strategy list and confirm with the SLT which actions are still being pursued, and assign owners and timescales

## 9. Declaration and Sign Off

This Carbon Reduction Plan update has been prepared with reference to PPN 06/21 and associated guidance. As set out above, the comparison with the 2023 plan is qualitative rather than quantitative, as the original baseline was not evidenced with verified data. The 2025/26 emissions data in this plan was compiled by Q1 2027 and reviewed by B. K. Davies prior to sign-off.

### Signed on behalf of Oander Limited:

Name: B. K. Davies; Position: Managing Director

Date: 31/03/2026

Signature: 