Carbon Reduction Plan

Organisation Development & Research Ltd (ODRL)

Supplier: Organisation Development & Research Ltd (ODRL)
Baseline and current reporting period: 1 January–31 December 2025
Prepared: 1 November 2026 • Publication date: 1 Nov 2026

COMMITMENT TO ACHIEVING NET ZERO

Organisation Development & Research Ltd (ODRL) is committed to achieving Net Zero greenhouse gas emissions by 2040 for its UK operations.

BASELINE EMISSIONS FOOTPRINT

Table 1 — Baseline year emissions

Baseline Year: 2025	
Additional Details relating to the Baseline Emissions calculations.	
Baseline year: 2025 (1 January–31 December). This first reporting inventory is also the current reporting period; both sets of figures are identical and no year-on-year reduction is claimed. ODRL had 10 employees in 2025 and delivers its work mostly online. Activity data have been supplied by management. Electricity covers Aston Abbotts Office; confirmation of organisation-wide coverage and the organisational control approach remains outstanding.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0.00000 (There was no heating fuel, company-owned vehicles, generators or refrigerant leaks)
Scope 2	0.26196 (electricity, location-based)

Scope 3 (Included Sources)	4.37713 (flights and business rail only)
Calculated subtotal	**4.63909**
Complete organisational total	**4.63909**

CURRENT EMISSIONS REPORTING

Table 2 — Current emissions

Reporting year: 2025 (1 January–31 December). Table 2 presents current emissions; these are identical to the baseline because both relate to the same first reporting period. Figures remain subject to the calculation qualifications and outstanding items below.

Reporting Year: 2025	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0.00000 (There was no heating fuel, company-owned vehicles, generators or refrigerant leaks)
Scope 2	0.26196 (electricity, location-based)
Scope 3 (Included Sources)	4.37713 (flights and business rail only)
Calculated subtotal	**4.63909**
Complete organisational total	**4.63909**

EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.
We project that carbon emissions will decrease over the next five years to tCO_2e 3.0154085 by **2030**. This is a reduction of **35**%

CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives

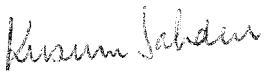
The existing draft records remote and flexible working, limiting business travel, digital documentation, sustainability-focused supply-chain review, staff environmental awareness and resource/environmental-performance monitoring.

Future carbon reduction initiatives

- Maintain a single annual activity register and evidence references for energy, travel, commuting, waste and couriers.
- Prioritise remote delivery and low-carbon transport where practical; record flight routes, cabin class and passenger distances.
- Review electricity consumption and retain meter/billing evidence; document estimates consistently.
- Continue digital documentation and paper recycling, retaining annual waste weights and treatment evidence.
- Confirm the remaining inventory inputs, agree measurable targets with named owners and deadlines, and review performance annually.

DECLARATION AND SIGN OFF

This plan meets PPN 006 and the associated Carbon Reduction Plan reporting standard; emissions are reported using the GHG Protocol Corporate Standard and appropriate Government conversion factors, and that the required Scope 3 subset follows the Corporate Value Chain (Scope 3) Standard.

Signed on behalf of ODRL: 

Name and role: Dr Kusum (Kay) Sahdev, CEO

Board approval date: 1 Nov 2026

Signature date: 1 Nov 2026