

Carbon Reduction Plan 2026

Reporting year 2025 and pathway to Net Zero

DOCUMENT STATUS	EFFECTIVE DATE	REVIEW CYCLE
Approved for publication	20 February 2026	Annual

Commitment to Net Zero

Changeology Group Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050 at the latest. This plan reports our UK organisational emissions and the actions we are taking to reduce them.

Reporting boundary and method

The reporting boundary covers activities under Changeology's operational control. Changeology has no owned office, company vehicle fleet or controlled energy sources. Its material emissions arise principally from business travel, accommodation, purchased goods and capital goods.

Figures are reported in tonnes of carbon dioxide equivalent (tCO₂e). The footprint follows the Greenhouse Gas Protocol Corporate Standard and the scope requirements of Procurement Policy Note PPN 006. No external assurance has been obtained.

Baseline emissions

Baseline year: 2022

Scope	2022 emissions tCO ₂ e
Scope 1	0.00
Scope 2	0.00
Scope 3	91.59
Total	91.59

Current emissions

Reporting year: 2025

Scope	2025 emissions tCO2e
Scope 1	0.00
Scope 2	0.00
Scope 3	76.92
Total	76.92

Total reported emissions reduced by 16.0% between the 2022 baseline and the 2025 reporting year.

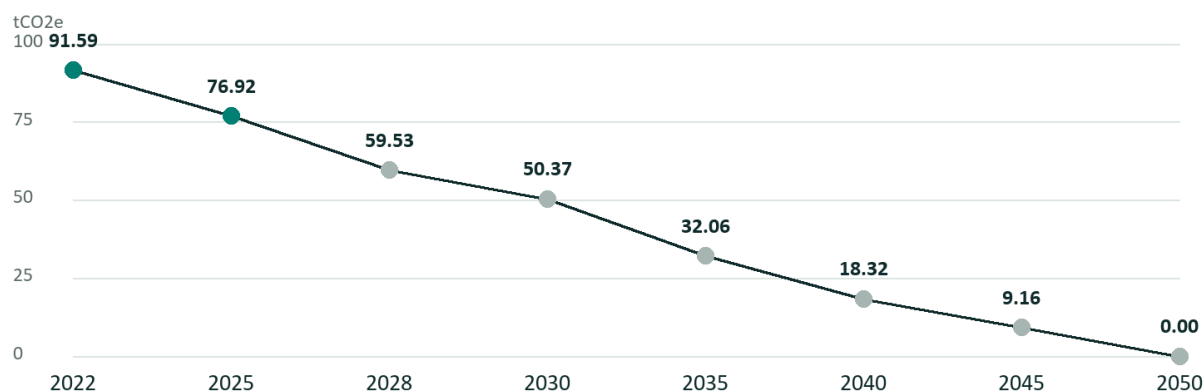
Scope 3 detail

Category	2022 tCO2e	2025 tCO2e
Business travel	85.28	67.60
Employee commuting	Not applicable	Not applicable
Upstream transport and distribution	Not applicable	Not applicable
Waste generated in operations	Not applicable	Not applicable
Downstream transport and distribution	Not applicable	Not applicable
Purchased goods and services	2.34	1.32
Capital goods	3.60	8.00
Fuel and energy-related activities	0.37	Not applicable
End-of-life treatment of sold products	0.0003	Not applicable
Other reported Scope 3 categories	Not applicable	Not applicable
Total Scope 3	91.59	76.92

Business travel includes travel to client sites and associated accommodation. Categories marked not applicable were assessed against Changeology's service-based operating model. Supporting calculations and category assessments are retained internally.

Reduction targets

Milestone	Reduction from 2022	Maximum emissions tCO ₂ e
2028	35%	59.53
2030	45%	50.37
2035	65%	32.06
2040	80%	18.32
2045	90%	9.16
2050	Net Zero	0.00 before permitted residual offsets



Actual emissions for 2022 and 2025, followed by the target pathway.

Progress and carbon reduction measures

Since the baseline year, Changeology has increased the use of virtual meetings, prioritised rail and public transport where practical, encouraged shared travel, selected accommodation with stronger sustainability credentials and coordinated client-site visits to reduce avoidable journeys.

- Formalise and implement a company-wide sustainable travel policy.
- Increase the use of hybrid and electric hire vehicles where feasible.
- Continue improving client-site scheduling to reduce repeat travel.
- Introduce proportionate sustainability checks for material suppliers.
- Review residual emissions annually and use credible carbon removals or offsets only after reduction opportunities have been addressed.

Monitoring and publication

Performance will be reviewed annually. The latest plan will be published prominently on Changeology's UK website and retained alongside earlier plans so progress can be tracked. The plan will normally be updated within six months of the financial year-end.

Declaration and approval

This Carbon Reduction Plan has been prepared in accordance with the Greenhouse Gas Protocol Corporate Standard and the current technical standard supporting PPN 006. It has been approved by the Board of Changeology Group Ltd.

Signed on behalf of	Role	Approval date	Next review
Marguerite McGinlay	Director	20 February 2026	February 2027

This Carbon Reduction Plan was approved by the Board of Changeology Group Ltd on 20 February 2026 and signed by Marguerite McGinlay, Director.

Reference framework

- Cabinet Office, PPN 006 Technical standard for Completion of Carbon Reduction Plans, updated July 2025.
- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.