



Carbon Reduction Plan For Oscar Acoustics

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Our Commitment

Oscar Acoustics is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets. These have been revised in line with shifts in scope 2 emissions associated with a move to our new Headquarters in May of 2024.

Our near-term targets:

- Maintain scope 1 - Stationary Combustion at zero.
- Bring market-based scope 2 emissions back down to zero by 2026.
- Reduce scope 1 - Mobile Combustion emissions by 63% by 2035.
- Reduce scope 3 emissions by 63% by 2035.
- While working to reduce absolute emissions Oscar Acoustics is committed to offsetting annual market-based emissions via Gold Standard accredited projects.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

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. We have chosen to set our baseline year as November 2022 - October 2023 to align with our financial year.

Baseline Year: November '22 - October '23	
Baseline emissions have been updated with revised home working factors following clarification from DEFRA around the use of home working factors to account for seasonal changes in domestic heating demands.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	66.230
Scope 2*	Market-based: 0.000 Location-based: 3.603
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water 	331.254
Total Emissions*	Market-based: 397.483 Location-based: 401.086

Our total emissions equate to a Carbon Intensity Metric of 9.034 tCO₂e per full-time employee equivalent (FTE) based on 44 FTEs during the baseline period (using market-based emissions).

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Current Emissions Reporting

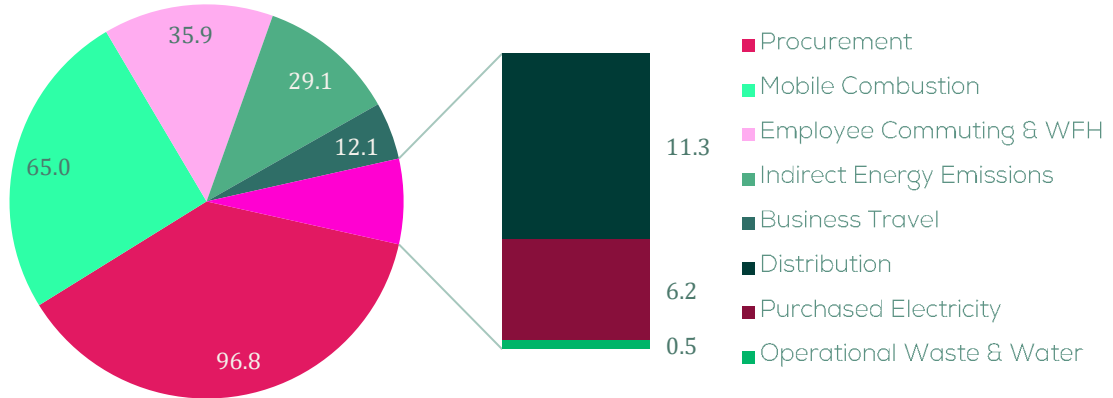
Current Reporting Year: November '23 - October '24	
Emissions	Total (tonnes CO ₂ e)
Scope 1	65.049
Scope 2*	Market-based: 6.169 Location-based: 4.933
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream) 	185.669
Total Emissions*	Market-based: 256.887** Location-based: 255.651

Our total emissions equate to a Carbon Intensity Metric of 11.948 tCO₂e per full-time employee equivalent (FTE) based on 21.5 FTEs during the measurement period (using market-based emissions).

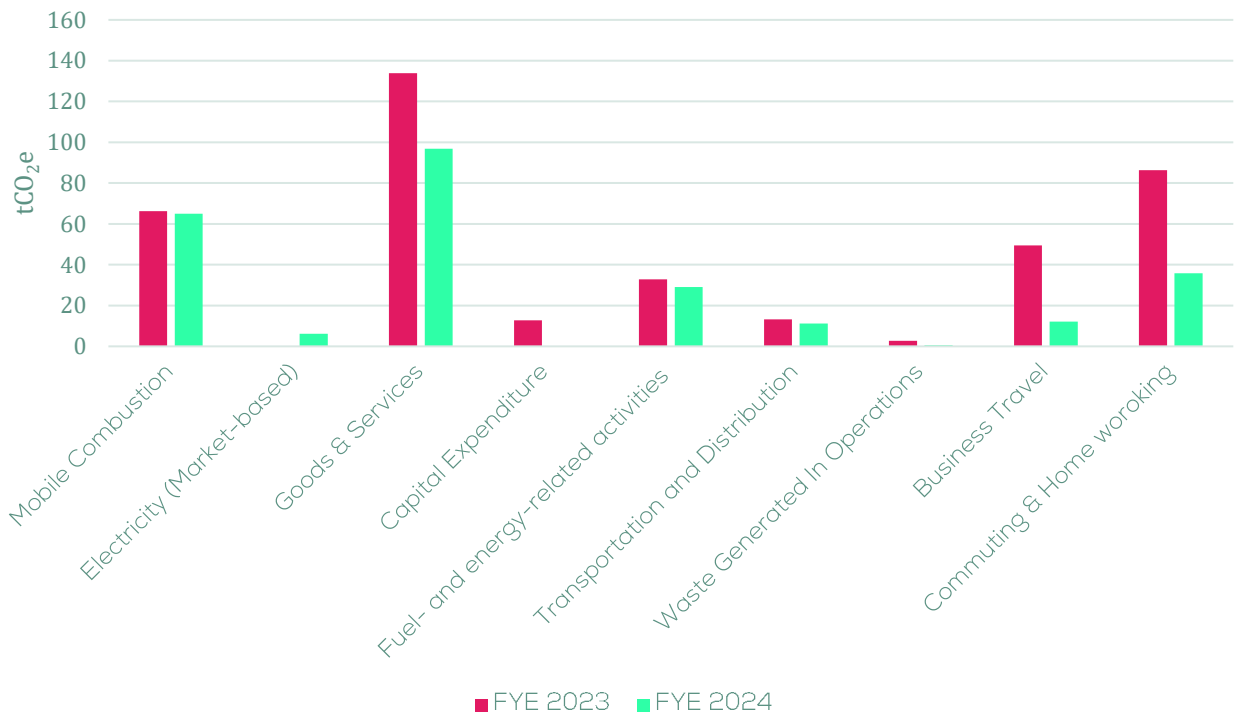
**A Carbon Neutral Company

While we recognise the importance of reducing our emissions as rapidly as possible we continue to invest in world-leading carbon-capture programmes through [Climate Trade](#) to offset measured emissions on an annual basis.

FYE 2024 Emissions by Category (tCO₂e)



Annual Category Change



FYE 2024 Measurement Results		
By Scope	tonnes	% of total
Scope 1	65.0	25
Scope 2 (<i>Location-based</i>)	4.9	-
Scope 2 (<i>Market-based</i>)	6.2	2
Scope 3	185.7	72
By Source		
Direct	65.0	25
Upstream	191.8	75
Downstream	0.0	0
By Category		
Company Cars	65.0	25
Purchased Electricity	6.2	2
Business Travel	12.1	5
Employee Commuting & Home working	35.9	14
Procurement	96.8	38
Distribution	11.3	4
Waste	0.5	0
Indirect Energy Emissions	29.1	11
Total		
Location-based	255.7	-
Market-based	256.9	100

Progress Assessment

Our Net Zero targets

Oscar Acoustics is committed to achieving Net Zero by 2050. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030, these have been revised in line with shifts in scope 2 emissions associated with a move to our new Headquarters in May of 2024.

Our near-term targets:

- Maintain scope 1 - Stationary Combustion at zero.
- Bring market-based scope 2 emissions back down to zero by 2026.
- Reduce scope 1 - Mobile Combustion emissions by 63% by 2035.
- Reduce scope 3 emissions by 63% by 2035.
- While working to reduce absolute emissions Oscar Acoustics is committed to offsetting annual market-based emissions via Gold Standard accredited projects.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Progress

Emissions	Total Carbon Footprint (tonnes CO ₂ e)		% Change
	Baseline year	Current year	
Scope 1	66.230	65.049	-1.783
Scope 2	0.000	6.169	n/a
Scope 3	331.254	185.669	-43.950
Total emissions	397.483	256.887	-35.372
Employees (tCO ₂ e per FTE)	9.034	11.948	-32.256

Emissions Discussion

Scope 1

Mobile Combustion is the only scope 1 category applicable to Oscar Acoustics operations as there is no on-site manufacturing and neither the previous site or the new Oscar Innovation Centre rely on gas heating. Additionally, there are no Fugitive Emissions to account for across measured years.

Mobile Combustion emissions are calculated using direct fuel consumption data - leading to high data quality and consistent interannual measurements. The slight reduction Mobile Combustion emissions is directly attributable to less fuel consumption across Oscar Acoustics fleet.

Scope 2

Market-based Purchased Electricity emissions have increased compared to the baseline year. This is due to a lack of information regarding the energy tariff at the new Oscar Innovation Centre. In place of this information the average Fuel Disclosure Mix of the supplier was used to account for supplied renewables. Oscar Acoustics have engaged with the current energy provider and secured REGO backed energy from February - August 2025 at additional cost per unit, after which Oscar Acoustics will be out of contract and free to explore renewable energy tariffs. This means the earliest market-based emissions can be returned to zero will be the FYE 2026 reporting year.

Scope 3

While the results show a decrease in emissions compared to baseline results there are various factors not necessarily linked to reduction efforts which are affecting reported results. In the interest of transparency Oscar Acoustics intends to openly discuss these factors to avoid potentially misleading stakeholders.

Baseline scope 3 emissions results were calculated using a mix of data formats. The first 5 months of the baseline measurement were primarily estimated using low quality spend data and are taken from a preliminary measurement undertaking for May 2022 - April 2023. The decision to change the measurement period to November - October aligned with a shift in financial year, this meant the baseline measurement of November 2022 - October 2023 was already partially complete when the new baseline measurement period ended. As Oscar Acoustics was aware of the data required to attain a higher quality and confidence processes were implemented to capture this and used when measuring the remaining baseline months.

The above is the primary reason for the significant disparity between years in Purchased Goods and Services, Waste Generated in Operations and Business Travel. Though the latter is also impacted by reduced employee numbers, which is the primary reason for the drop in employee commuting and home working emissions. Considering these factors Oscar Acoustics intends to review future measurements which benefit from consistently captured and allocated high quality data to ensure comparability before adjusting or changing the baseline year.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
<p>Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions.</p> <p>Appointed Positive Planet to support with calculating carbon footprint and reduction recommendations.</p>	2023	1, 2, 3
<p>Procured a 100% renewable energy tariff at our old site to attain market-based scope 2 emissions.</p>	2023	2
<p>Offset emissions measured by Positive Planet on an annual basis to achieve Carbon Neutral certification since 2023.</p>	2023 & 2024	n/a
<p>While Positive Planet no longer offers a Carbon Neutral certification we continue to invest in world-leading carbon-capture programmes, through Climate Trade, to offset emissions measured by Positive Planet on an annual basis. Remaining a Carbon Neutral company across our entire operations, including the transportation of our products.</p>	2025	n/a
<p>At our new site we were not on a renewable tariff, however, as of February 2025 REGO backed renewable energy has been secured. This will result in zero market-based emissions by FYE 2026 at the earliest.</p>	2025	2
<p>Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.</p>	2023	1, 2, 3
<p>Achieved ISO 14001 accreditation and undergo annual audits to ensure environmental management systems are maintained and updated periodically.</p>	2020	1, 2, 3
<p>In May 2024 we moved into our new headquarters in Kent - the Oscar Innovation Centre. This construction was subject to and passed a Green Plaque Newbuild Assessment and has received an Energy Performance Certificate (EPC) rating of A+ "one of highest recorded for non-domestic buildings in the UK for the first quarter of 2024".</p>	2024	1, 2, 3

Currently our company fleet contains 2 hybrid vehicles, making up 11% of our operational fleet. The newly constructed Oscar Innovation Centre currently provides 9 charging points for these vehicles which are also available to staff.	2024	1, 3
Between moving into the Oscar Innovation Centre and December 2024 our solar PV panels generated 23,000 kWh and 5,400 kWh of energy for on-site consumption and feeding into the National Grid. Avoiding 5.88 tCO ₂ e of location-based electricity emissions.	2024	2

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – scope 1 & scope 2			
Activity No.	Activity	Target Date	Category
1	<p>To date we have purchased 2 hybrid vehicles, beginning the journey toward decarbonising our company fleet.</p> <p>We remain committed to switching the owned fleet to electric vehicles when and where viable to reduce road emissions. Where electric vehicles are not a viable option, hybrid vehicles will be considered in the interim.</p> <p>Currently hybrid solutions are not available for our entire fleet as we serve customers across Great Britain, however, we will continue to explore this and review market options regularly.</p>	2040	Mobile Combustion
2	<p>Efficient driving training will be completed by all current field staff by April 2025, with training being incorporated into new starter induction processes moving forward. This will reduce emissions associated with inefficient driving habits e.g. idling, shifting up, windows vs aircon, tyre pressure</p>	2025 & onward	Mobile Combustion
3	<p>Utilise existing fuel card systems to obtain volume-based data for fuel consumption and move away from distance-based emissions estimation, allowing for increased accuracy and tracking of emissions reductions due to efficient driving.</p>	2025	Mobile Combustion

4	<p>Scope 2 market-based emissions have been measured at 4.933 tCO₂e for the latest reporting year, up from zero in previous years. This is due to a non-renewable energy tariff being in place at our new site, we have secured 100% REGO backed energy from February 2025 onward, meaning the earliest market-based emissions will return to zero if the FYE 2026 reporting year.</p>	2026	Purchased Electricity
5	<p>To address location-based scope 2 emissions we will implement behaviour change initiatives within the workplace for reduction of emissions. Recent actions to action this include:</p> <ol style="list-style-type: none"> 1. Companywide environmental reminders shared every 6 months to ensure new starters and existing employees remain aware. 2. The company's new starter induction form has been updated to include an environmental awareness section. 3. The company's Health and Safety training has been updated to include an environmental awareness section. 4. Toolbox talks are issued on-site to all company field staff, and these regularly cover environmental topics. <p>E.g. All staff carried out an 'Emergency Spill Control' toolbox talk in January 25.</p>	<i>ongoing</i>	Purchased Electricity
6	<p>Consider options around on-site battery storage for energy generated via our solar arrays. This will reduce location-based Purchased Electricity emissions in addition to reducing National Grid demand during peak hours.</p>	May 2025	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that scope 1 & 2 carbon emissions will decrease to 24.505 tCO₂e by 2030.

We also aim to implement the further initiatives below to reduce scope 3 emissions:

Reduction Plans – scope 3			
Activity No.	Activity	Target Date	Category
1	<p>Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to:</p> <ul style="list-style-type: none"> • Creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc) • Certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. <i>On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</i> • Currently one key Green Team member is enrolled on the AIEEMA training and membership pathway. 	2026	All
2	<p>We already actively consider the environmental credentials of the products and materials we procure, with our SonaSpray achieving M1 building emissions, Greenguard Gold and Cradle to Cradle certifications.</p> <p>For other materials we continue to explore opportunities for utilising materials/products with lower carbon intensities than those currently used.</p>	<i>ongoing</i>	Purchased Goods and Services
3	<p>To further support the above and wider supply chain integration toward Net Zero finalise the currently underway Sustainable Procurement Policy to inform purchasing decisions and encourage suppliers to adopt sustainable practises, report and reduce their own emissions. This policy should be incorporated into supplier relationships through engagement, contract management and reporting mechanisms.</p>	2025	Purchased Goods & Services
4	<p>Implement the above Sustainable Procurement Policy by committing to a Sustainability Survey requesting further supplier information regarding sustainability credentials, including emission information. Plan to send these to the top 5/10 suppliers by spend initially and expand the scope of surveying in line with supply chain integration success.</p>	2026	Purchased Goods & Services

5	<p>We continue to review the emissions associated with the transportation and distribution of our products, both from our suppliers and to our customers.</p> <p>While continuing to communicate with suppliers and logistics providers to gain improved data Oscar Acoustics is assessing the emissions credentials associated with improved shipping behaviours for some products, these will become evident in future reporting years.</p> <p>Decisions taken with regard to freight and handling of incoming products is expected to become evident in future reported emissions following capture of improved data.</p>	2025	Upstream Distribution
6	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes; such as cycle to work, car sharing or EV lease schemes.</p> <p>The policy should utilise the emissions travel hierarchy:</p> <ol style="list-style-type: none"> 1. Digital communication 2. Walking & wellbeing 3. Cycling 4. Public and shared transport 5. Public and shared EV's and car sharing 6. ICE vehicles and car sharing 7. Air Travel <p>Engage with the Green Team and wider organisation to consider creative ways to engage and support the workforce to influence change.</p>	2025	Business Travel, Commuting

Based upon the above completed and planned initiatives Oscar Acoustics is forecast to achieve the necessary reductions to achieve short-term and long-term goals.

Declaration and Sign Off

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.

This Carbon Management Plan has been reviewed and approved by Oscar Acoustics' Executive Team.

Signed on behalf of Oscar Acoustics:

Harriet Hancock

Name: Harriet Hancock

Position: Marketing & Sustainability Manager

Date: 27.02.2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>