

1. Executive Summary

Carver Coaching Ltd is a purpose-led organisational development consultancy delivering measurable impact across the NHS, public sector, and mission-driven organisations.

In 2025, we supported ~28 frontline teams, delivered large-scale transformation programmes, maintained a low carbon footprint (~1.99 tCO₂e), and operated as a carbon neutral business across Scope 1, Scope 2 and business travel emissions.

Our model combines high social value impact with low environmental impact.

2. Carbon Footprint (2025)

Scope includes Scope 1 (gas), Scope 2 (electricity), and Scope 3 (business travel). Business energy usage is calculated as 25% of total household consumption.

Emissions Breakdown:

- Scope 1 (Gas): 0.96 tCO₂e
 - Scope 2 (Electricity): 0.24 tCO₂e
 - Scope 3 (Travel): 0.79 tCO₂e
- Total: 1.99 tCO₂e

Carbon intensity: ~0.06 kg CO₂e per £ revenue

3. Carbon Neutral Statement

Carver Coaching Ltd has offset 100% of its measured emissions for 2025 through UK-based, nature-based carbon reduction projects.

Offsetting has been delivered via Forest Carbon, supporting woodland creation and ecosystem restoration projects within the UK, aligned to recognised standards such as the Woodland Carbon Code.

We therefore operate as a carbon neutral business across Scope 1, Scope 2 and defined Scope 3 emissions (business travel).

Offsetting is used in conjunction with an active carbon reduction strategy and is not a substitute for emissions reduction.

We prioritise UK-based carbon projects to ensure local environmental and social impact, including biodiversity enhancement and support for regional ecosystems.

4. Social Value Impact

In 2025:

- ~28 frontline NHS teams supported
- ~10% pro bono or reduced-cost work
- Delivered large-scale transformation programmes

Outcomes included improved team effectiveness, staff engagement, and patient experience.

5. Carbon Reduction Plan 2026

Key priorities include reducing energy use, maintaining a rail-first travel approach, continuing a low-carbon delivery model, and improving supplier sustainability.

Sustainable Venue Selection

As part of our commitment to reducing Scope 3 emissions, Carver Coaching Ltd makes deliberate choices regarding the venues we use for events and programmes.

In 2025, we transitioned our Surrey Coaches Network events to the WWF Living Planet Centre in Woking, a venue recognised as one of the most sustainable buildings in the UK, with a BREEAM 'Outstanding' rating and extensive low-carbon design features including renewable energy systems, natural ventilation, and sustainable materials.

This represents a conscious shift away from traditional commercial venues toward facilities that align with our environmental values and materially reduce the carbon impact of our operations.

We prioritise working with venues that demonstrate leadership in environmental sustainability, ensuring our supply chain reflects the same standards we apply within our own operations.

The Director retains overall responsibility for ensuring compliance with this statement.

Signed:



Name: LISA MARTIN, MANAGING DIRECTOR OF CARVER COACHING LTD

Dated: February 11th, 2026

Next Review: February 2027