



	EFL in the Community Carbon Reduction Plan
<b>Publication date:</b>	October 2025

### Commitment to achieving Net Zero

EFL in the Community is committed to achieving Net Zero emissions by 2050 at the latest.

### 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.*

**Table 1 – Baseline Emissions**

<b>Baseline year:</b> 1 <sup>st</sup> July 2018 – 30 <sup>th</sup> June 2019
<i>Additional details relating to the baseline emissions calculations</i>
<ul style="list-style-type: none"> <li>• This is a historic baseline and has been calculated retrospectively using the operational control approach. It uses DEFRA's 2019 emissions factors, with the exception of Scope 3 emissions for hotel stays and homeworking, which have been calculated using DEFRA's 2022 conversion factors</li> <li>• Scope 1 emissions are reported as 0 tCO<sub>2</sub>e as the company operates no fleet vehicles, office space uses electric heating and reports no refrigerant top-up during the reporting period</li> <li>• Scope 2 emissions figures are given using both location-based and market-based methodologies. Total emissions and associated targets are reported using the location-based methodology</li> <li>• Scope 3 categories have been selected based on PPN 06/21 guidance, the magnitude of a category's impact on business operations and availability of data</li> <li>• Emissions for category 3.5 (waste generated in operations) have been calculated using 2019 DEFRA spend-based emissions factors. Water usage has not been included due to lack of historic data</li> <li>• Emissions for category 3.6 (Business travel) have been calculated using average car emissions factors due to the availability of data. Hotel stays have been included in this baseline using DEFRA's 2022 conversion factor</li> </ul>



<ul style="list-style-type: none"> <li>The baseline for category 3.7 (employee commuting) has been calculated from average workforce data held by the company, including homeworking status calculated retrospectively with the 2022 DEFRA conversion factor</li> </ul>		
Baseline year emissions:		
<b>Emissions</b>	<b>Total (tCO<sub>2</sub>e)</b>	
Scope 1	<b>0</b>	
Scope 2	Market based: <b>16.6</b>	Location based: <b>16.6</b>
Scope 3 (including sources)	4 Upstream transportation and distribution: <b>0</b> 5 Waste Generated in Operations: <b>0.5</b> 6 Business Travel (incl hotels): <b>72.12</b> 7 Employee Commuting and Homeworking: <b>60.4</b> 9 Downstream transportation and distribution: <b>0</b>	
<b>TOTAL EMISSIONS</b>	<b>149.6</b>	
<i>Per FTE Employee Emissions</i>	<i>2.37</i>	

**Table 2: Current Emissions Reporting**

<b>Reporting Year:</b> 1 <sup>st</sup> July 2024 – 30 <sup>th</sup> June 2025		
<b>Emissions</b>	<b>Total (tCO<sub>2</sub>e)</b>	
Scope 1	<b>0</b>	
Scope 2	Market based: <b>0</b>	Location based: <b>5.14</b>
Scope 3 (Including sources)	4 Upstream transportation and distribution: <b>0</b> 5 Waste Generated in Operations: <b>0.05</b> 6 Business Travel (incl hotels): <b>39.28</b> 7 Employee Commuting and Homeworking: <b>30.36</b> 9 Downstream transportation and distribution: <b>0</b>	
<b>TOTAL EMISSIONS</b>	<b>70.87</b>	
<i>Per FTE Employee Emissions</i>	<i>1.73</i>	

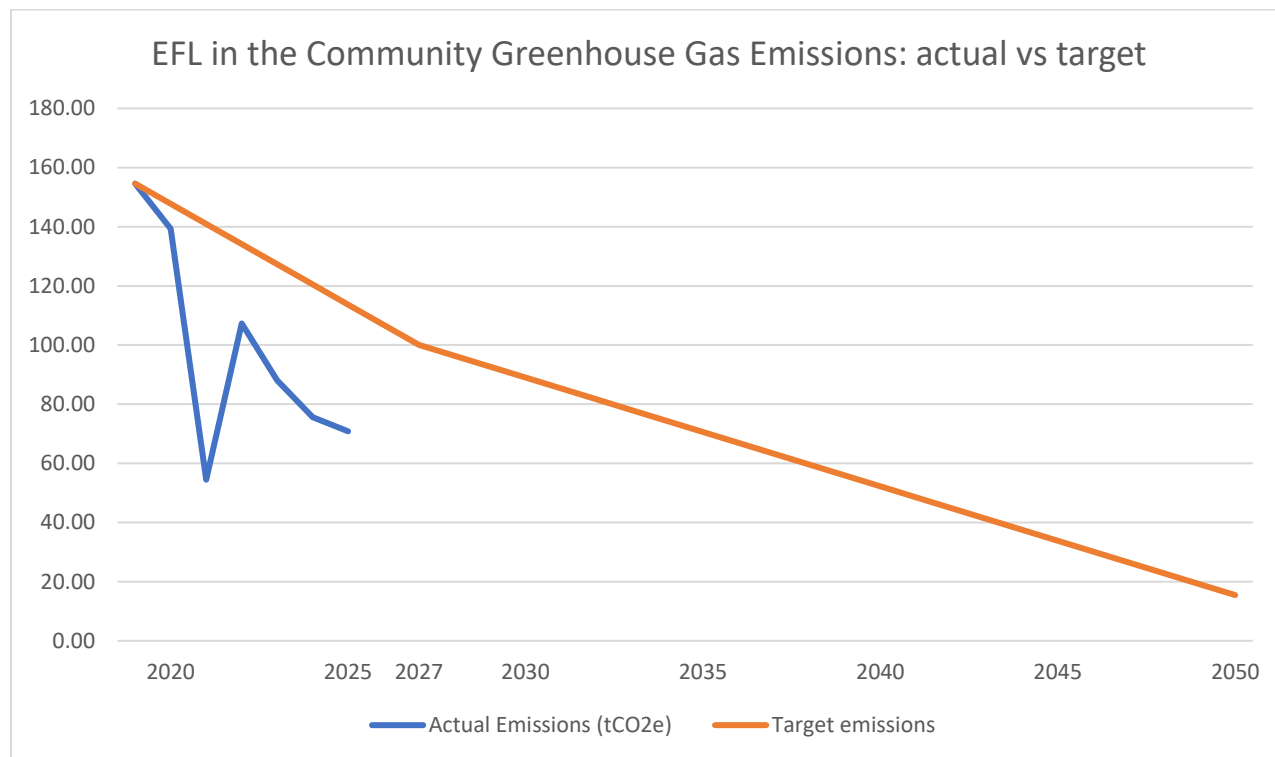
**Emissions reduction targets**

In order to continue our progress to achieving Net Zero, in our original carbon reduction plan we adopted a short-term carbon reduction target in our original 2022 carbon reduction plan.



We aimed to decrease our emissions to 100 tCO<sub>2</sub>e by 2027, which would represent a reduction of 34% from the 2018-19 baseline.

As outlined below, we have met our overall reduction target earlier than anticipated.. We will therefore review our targets and if appropriate update them in the next published carbon reduction plan.



## Carbon Reduction Projects

### *Completed Carbon Reduction Initiatives*

The following environmental management measures and projects have been completed or implemented since the 2018-19 baseline. The carbon emission reduction achieved by these schemes equate to 83.7 tCO<sub>2</sub>e, a 54% reduction against the 2018-19 baseline.

- Delivering sustainability inductions for all staff to promote environmentally sustainable practices in the workplace, and forming a staff working group to continually embed this ethos throughout the organisation
- Transitioned to a 100% renewable energy supplier in November 2021 through our office sharing agreement with the English Football League (EFL). Note this is not currently reflected in our reporting as we use a location-based method for Scope 2 emissions.
- Installation of solar PV in our shared office with the EFL.



- Implementation of a sustainable travel guide and travel directory to encourage an increase in public transport use for business travel
- Working with the EFL to further develop practical energy efficiency measures in our shared office building
- Continuing to promote public transport use by employees for business travel
- Incentivising low-carbon transport for staff, for example implementing an Electric Vehicle salary sacrifice scheme
- Employing a dedicated subject matter expert for Environmental Sustainability to support EFL in the Community's internal environmental governance and engaging the supply chain in this work
- Continued to support the implementation of environmental governance requirements in our Capability Code of Practice due diligence process for our immediate supply chain network. This includes offering support and guidance to help all our supply chain organizations take action to reduce their environmental impact
- Developing partnerships with external organizations to promote carbon-saving behaviour in our supply chain and communities

In the future we hope to implement further measures such as:

- Reviewing our targets and the scope of our carbon footprint calculations
- Developing further interventions to reduce the impact of transport in our business and our supply chain
- Developing a deeper understanding of our Scope 3 emissions and putting in place measures to better assess and address them (particularly purchased goods and services)

### **Declaration and Sign Off**

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard.

It uses the appropriate Government emission conversion factors for greenhouse gas company reporting. Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).



<b>Signed on behalf of the Organisation:</b>	
<b>Name:</b>	
<b>Position:</b>	
<b>Date:</b>	