Carbon Reduction Plan

October 2026

Organisation

Olex AI

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Implementation Plan

Actions Overview

Olex.AI is committed to reducing its environmental impact and fostering a culture of sustainability. Our Climate Action Plan outlines an approach to achieving these goals, focusing on operational efficiencies, employee engagement, and responsible resource management. This plan serves as a living document, guiding our efforts to continually improve our environmental performance.

Our initial actions focus on fundamental operational changes and establishing a baseline understanding of our environmental footprint. We will prioritise reducing paper consumption through less use, increased recycling, and sustainable procurement. We will also implement a program for recycling office e-waste. To understand our impact, we will use free online carbon calculators to measure our emissions and conduct an employee commuting and home working survey.

Engaging our employees is central to the success of this plan. We will conduct an employee engagement survey on sustainability to gather insights and foster participation. We will also provide climate change training to employees, help them reduce their digital carbon footprints, and promote the use of digital collaboration tools to reduce travel. Furthermore, have made climate-friendly pension plans the default for our employees.

Finally, we will extend our sustainability considerations to our infrastructure by assessing the sustainability of suppliers and co-working spaces. These collective actions demonstrate Olex.AI's commitment to a more sustainable future.

Upstream

Assess the sustainability of co-working spaces and serviced offices

Cat 8 - Upstream leased assets

Review whether co-working spaces and serviced offices are environmentally friendly assessing areas including energy use, waste handling, and green practices.

Paper - use less, recycle more, buy sustainably

Cat 5 - Waste generated in operations

Reduce paper consumption through smarter usage, better recycling, and sustainable purchasing. This can involve introducing print-reduction policies and digital alternatives, improving recycling infrastructure, and choosing sustainable paper products for office supplies, marketing materials, and packaging.

Recycle office E-waste

Cat 5 - Waste generated in operations

Recycle electronic waste from business equipment such as computers, printers, and phones, establishing a plan that aims for a 100% recycling rate.

Promote the use of digital collaboration tools to reduce travel

Cat 6 - Business travel

Replace unnecessary business travel with digital tools for meetings, project management and more.

Conduct an employee commuting and home working survey

Cat 7 - Commuting and home working

Survey employees about commuting habits and home working arrangements to identify opportunities to reduce carbon emissions, gathering data on travel methods, distances, and home energy use to develop targeted solutions and measure environmental impact.

Downstream

Make climate friendly pension plans the default

Cat 15 - Investments

Default the company pension scheme to environmentally responsible investment options, directing employees' savings towards funds that support climate action.

People & Planning

Conduct an employee engagement survey on sustainability

Culture

Conduct a sustainability-focused employee engagement survey to gather valuable insights on environmental awareness, identify improvement opportunities, and increase employee involvement in sustainability initiatives.

Help employees reduce their digital carbon footprints

Learning and development

A program to help employees reduce their digital carbon footprint through device management, energy efficiency, and responsible e-waste disposal.

Provide climate change training to employees

Learning and development

Provide climate training to all employees. Help them to learn about the implications of climate change for the planet and the business.

Metrics & Targets

Use free online carbon calculators to measure emissions

Measurement

Measure emissions using free online carbon calculators to establish a baseline environmental impact. These tools enable an understanding of the carbon footprint without requiring complex systems or specialist expertise.