



# **PUBLIC DISCLOSURE STATEMENT**

**EVO LABS PTY LTD (TRADING AS EVO HAIR)**

**ORGANISATION**


**FY2023–24**

Australian Government  
**Climate Active**  
**Public Disclosure Statement**



An Australian Government Initiative



<b>NAME OF CERTIFIED ENTITY</b>	Evo Labs Pty Ltd (Trading as Evo Hair)
<b>REPORTING PERIOD</b>	1 July 2023 – 30 June 2024 Arrears report
<b>DECLARATION</b>	<p><i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i></p>  <p>Brad Gauvin Evo Managing Director 5 September 2025</p>



**Australian Government**  
**Department of Climate Change, Energy,  
the Environment and Water**

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Version 9.

# 1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	825 tCO <sub>2</sub> -e
CARBON OFFSETS USED	100% VCUs
RENEWABLE ELECTRICITY	53.89%
CARBON ACCOUNT	Prepared by: Pangolin Associates
TECHNICAL ASSESSMENT	FY2023 Pangolin Associates Next technical assessment due: FY 2026

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## 2. CERTIFICATION INFORMATION

### Description of organisation certification

This inventory has been prepared for the financial year from 1 July 2023 to 30 June 2024 and covers the Australian operations of Evo Labs Pty Ltd (evo Australia) only: ABN 25 600 938 958.

The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007. This includes all operations which are controlled by evo Australia (including WFH employees in NSW). This includes the following location and facility:

- 17-21 Commercial Street, Marleston, 5033 SA.

This certification does not cover any evo labelled products manufactured on behalf of evo. Moreover, emissions from international operations are excluded from this certification. This includes operations in the United Kingdom, the United States of America (US), and Europe (see Appendix D).

The methods used for collating data, performing calculations and presenting the carbon account are in accordance with the following standards:

- Climate Active Standard for organisations
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008

Where possible, the calculation methodologies and emission factors used in this inventory are derived from the National Greenhouse Accounts (NGA) Factors in accordance with "Method 1" from the National Greenhouse and Energy Reporting (Measurement) Determination 2008.

### Organisation description

evo Australia is a full concept professional haircare brand made for stylists and found wherever good hairdressers are stocked. We're a family owned and operated, Aussie born and raised brand that has been providing salons across the globe with top-notch professional haircare since way back in '05. We're here to give anyone and everyone good hair... no miracle cures, gimmicks, hyped-up ingredients or answers to love, life and other woes... just high quality, professional haircare that speaks the truth with personality.

Our office is in Adelaide, South Australia, which is home to our warehouse & majority of our marketing, operations and product development teams. We work with distributors across the globe to get our products into the hands of hairdressing professionals and run our direct to consumer ecommerce operations from right here in our HQ.

## 3.EMISSIONS BOUNDARY

### Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

**Quantified emissions** have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

**Non-quantified emissions** have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

### Outside the emissions boundary

**Excluded emissions** are those that have been assessed as not relevant to an organisation's and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

## Inside emissions boundary

### Quantified

Accommodation and facilities  
Climate Active Carbon  
neutral products and services  
Electricity  
ICT services and equipment  
Office equipment and  
supplies  
Postage, courier and freight  
Professional services  
Refrigerants  
Stationary energy  
Transport (air)  
Transport (land and sea)  
Waste  
Water  
Working from home

### Non-quantified

N/A

## Outside emission boundary

### Excluded

International operations

## 4. EMISSIONS REDUCTIONS

### Emissions reduction strategy

Evo Australia commits to reduce scope 1, 2 and 3 emissions by 20% by 2030, compared to a FY22/23 baseline. This will include the following actions:

Category	Reduction Commitment
Synthetic Greenhouse Gases	We will ensure that the energy efficiency and refrigerant type will be a consideration with any equipment replaced in the future.
Transport Fuels (Diesel Fuel used for the company owned Vehicles - Truck, Van)	We will replace our diesel fuel vehicles with a hybrid option at end of life or on swap out.
Purchased electricity	We will engage with an expert to conduct an energy audit of head office.
Purchased electricity	We will purchase 100% of renewable electricity (GreenPower) at our head office facility in the next 2 years.
Purchased electricity	We will investigate the option to add additional solar panels at our head office building in South Australia.
Purchased electricity	We have replaced lighting at our Head Office with LED fixtures ahead of our target date
Waste	<p>With new waste streams implemented, we will reduce our office and packing landfill by 70% over the next 2 years.</p> <p><i>New waste streams have been implemented and we will aim to reduce our office and packing landfill by 70% over the next 2 years. Due to improved data collection processes in FY2024, there has been an increase in the waste quantities reported compared to the FY2023, resulting in increased emissions. However, we are already starting to see a reduction of landfill waste since the implementation of the new waste streams</i></p>
Business flights	We will review our travel policy and aim to reduce flights by leveraging technology to collaborate in a hybrid work environment, where practical.
Freight - General	<p>Reducing freight and supply chain emissions requires a multifaceted approach that involves strategic planning, technological innovation, and collaborative efforts.</p> <p>Below are some strategies we will look at targeting:</p> <ul style="list-style-type: none"> <li>- Over the next five years we will work with our third-party freight partners to reduce our overall freight volume through freight consolidation to reduce the number of trips and optimize capacity utilization, thereby lowering emissions per unit of cargo transported</li> <li>- We will assess better supply chain processes to gain efficiency through better inventory management and stocking locations, reducing our national road freight</li> <li>- Review options to move some of our road freight to rail.</li> <li>- Transition air freight to sea freight, where possible.</li> <li>- Proactively raise awareness among employees, customers, and partners about the importance of reducing freight and supply chain emissions and encourage them to actively participate in sustainability initiatives</li> </ul> <p>By assessing and actioning these strategies, we hope to reduce freight and supply chain emissions while also improving efficiency and sustainability across our operations.</p>
Paper	We will reduce our paper usage by 30% over the next 3 years.
Other	Over the next seven years we will continue to develop circular economy practices into our organisation to reduce Scope 3 emissions.

## **Emissions reduction actions**

Actions taken to during the reporting period to support emission reduction include:

- Replacing lighting at our Head Office with LED fixtures which reduces emissions by being more energy-efficient than traditional bulbs, consuming less electricity for the same light output. This lowers demand for power from fossil fuels, reducing carbon emissions. Additionally, LEDs have a longer lifespan, reducing waste and the need for frequent replacements, further contributing to lower overall emissions.
- A review of our travel policy to reduce emissions from flights and actively cut back on the number of flights taken over the last 12 months

## 5. EMISSIONS SUMMARY

### Emissions over time

Emissions since base year		
		Total tCO <sub>2</sub> -e (without uplift)
Base year/Year 1:	2022-23	763.10
Year 2:	2023-24	824.28

### Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO <sub>2</sub> -e)	Current year emissions (t CO <sub>2</sub> -e)	Reason for change
Air Freight (long haul)	10.99	91.76	There was an increase in the use of air freight compared to the previous year, resulting in increased emissions.
Long economy class flights (>3,700km)	127.23	85.58	International air travel was reduced in FY2024 compared to FY2023, due to a reduced need for international flights.

## Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Pangolin	Service

## Emissions summary

The electricity summary is available in Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Scope 1 emissions (tCO <sub>2</sub> -e)	Scope 2 emissions (tCO <sub>2</sub> -e)	Scope 3 emissions (tCO <sub>2</sub> -e)	Total emissions (t CO <sub>2</sub> -e)
Accommodation and facilities	0.00	0.00	2.31	2.31
Climate Active Carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	37.36	4.61	41.97
ICT services and equipment	0.00	0.00	45.54	45.54
Office equipment & supplies	0.00	0.00	7.73	7.73
Postage, courier and freight	0.00	0.00	226.45	226.45
Professional Services	0.00	0.00	246.66	246.66
Refrigerants	7.11	0.00	0.00	7.11
Transport (Air)	0.00	0.00	187.63	187.63
Stationary energy (gaseous fuels)	0.00	0.00	0.00	0.00
Stationary energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (Land and Sea)	3.01	0.00	36.13	39.14
Waste	0.00	0.00	17.28	17.28
Water	0.00	0.00	1.15	1.15
Working from home	0.00	0.00	1.29	1.29
<b>Total emissions (tCO<sub>2</sub>-e)</b>	<b>10.12</b>	<b>37.36</b>	<b>776.80</b>	<b>824.28</b>

## Uplift factors

N/A

## 6. CARBON OFFSETS

### Eligible offsets retirement summary

#### Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Verified Carbon Units (VCUs)	825	100%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Mutatá REDD+ Project	VCU	Verra Registry	20/12/2024	<a href="#">9611-111631714-111631932-VCS-VCU-261-VER-CO-14-1399-01012017-31122017-1</a>	2017	219	0	0	219	26.55%
Mutatá REDD+ Project	VCU	Verra Registry	20/12/2024	<a href="#">9611-111631108-111631713-VCS-VCU-261-VER-CO-14-1399-01012017-31122017-1</a>	2017	606	0	0	606	73.45%

## **Co-benefits**

Mutatã REDD+ Project, Columbia

The project activities are aimed at establishing sustainable sources of income that create an alternative to logging. To be sustainable and create long-term impacts, these alternative livelihood activities are combined with improved governance and land use planning. Demarcating and patrolling activities will also be implemented to further prevent and deter potential loggers. The theory of change model provides a structured approach to thinking about how these project activities will lead to a series of expected short and medium term outcomes, and eventually to the desired long-term climate impacts. See below for graphical representations of the project's expected climate impacts determined through the theory of change analysis for each project activity area .

## 7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

### Renewable Energy Certificate (REC) summary

N/A

## APPENDIX A: ADDITIONAL INFORMATION

N/A

## APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kg CO <sub>2</sub> -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	43,276	0	43%
<b>Total non-grid electricity</b>	<b>43,276</b>	<b>0</b>	<b>43%</b>
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	0	0	0%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	10,623	0	11%
Residual Electricity	46,123	41,972	0%
<b>Total renewable electricity (grid + non grid)</b>	<b>53,898</b>	<b>0</b>	<b>54%</b>
<b>Total grid electricity</b>	<b>56,746</b>	<b>41,972</b>	<b>11%</b>
<b>Total electricity (grid + non grid)</b>	<b>100,021</b>	<b>41,972</b>	<b>54%</b>
Percentage of residual electricity consumption under operational control	100%		
<b>Residual electricity consumption under operational control</b>	<b>46,123</b>	<b>41,972</b>	
Scope 2	41,054	37,359	
Scope 3 (includes T&D emissions from consumption under operational control)	5,068	4,612	
<b>Residual electricity consumption not under operational control</b>	<b>0</b>	<b>0</b>	
Scope 3	0	0	

<b>Total renewables (grid and non-grid)</b>	<b>53.89%</b>
<b>Mandatory</b>	<b>10.62%</b>
<b>Voluntary</b>	<b>0.00%</b>
<b>Behind the meter</b>	<b>43.27%</b>
<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>37.36</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>4.61</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>37.36</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>4.61</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>41.97</b>
<i>Figures may not sum due to rounding. Renewable percentage can be above 100%</i>	

Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	100%	(kWh)	Scope 2 Emissions (kgCO <sub>2</sub> -e)	Scope 3 Emissions (kgCO <sub>2</sub> -e)	(kWh)	Scope 3 Emissions (kgCO <sub>2</sub> -e)
ACT	0	0	0	0	0	0
NSW	0	0	0	0	0	0
SA	56,746	56,746	14,186	4,540	0	0
VIC	0	0	0	0	0	0
QLD	0	0	0	0	0	0
NT	0	0	0	0	0	0
WA	0	0	0	0	0	0
TAS	0	0	0	0	0	0
<b>Grid electricity (scope 2 and 3)</b>	<b>56,746</b>	<b>56,746</b>	<b>14,186</b>	<b>4,540</b>	<b>0</b>	<b>0</b>
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	43,276	43,276	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
<b>Non-grid electricity (behind the meter)</b>	<b>43,276</b>	<b>43,276</b>	<b>0</b>	<b>0</b>		
<b>Total electricity (grid + non grid)</b>	<b>100,021</b>					

<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>14.19</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>4.54</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>14.19</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>4.54</b>
<b>Total emissions liability</b>	<b>18.73</b>

### Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market based method is outlined as such in the market based summary table.</i></p>		

### Climate Active carbon neutral electricity products

Climate Active carbon neutral product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market based method is outlined as such in the market based summary table.</i></p>		

## APPENDIX C: INSIDE EMISSIONS BOUNDARY

### Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

### Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

# APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

## Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.

## Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
International operations	N	Y	N	N	N	<p><b>Size:</b> The emissions from international operations are immaterial compared to Australian activities and do not significantly affect the overall inventory.</p> <p><b>Influence:</b> The organisation has limited influence over these emissions as they relate to third-party warehousing, freight, and services located overseas.</p> <p><b>Risk:</b> No significant reputational, regulatory, or financial risk is associated with excluding these international emissions.</p> <p><b>Stakeholders:</b> Stakeholders are primarily interested in Australian operations, as the Climate Active certification applies only to these boundaries.</p> <p><b>Outsourcing:</b> International activities are outsourced to third parties (e.g., warehousing, advertising, professional services) and are not material to the Australian certification boundary.</p> <ul style="list-style-type: none"> <li>The Climate Active certification boundary is limited to Australian operations. International activities include road representatives in Spain, France, Sweden, and the UK; freight to international distributors in the US and Europe; and international expenses including third-party warehousing, advertising, and professional services.</li> </ul>



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