Carbon Reduction Plan

Figures for year ending December 2024

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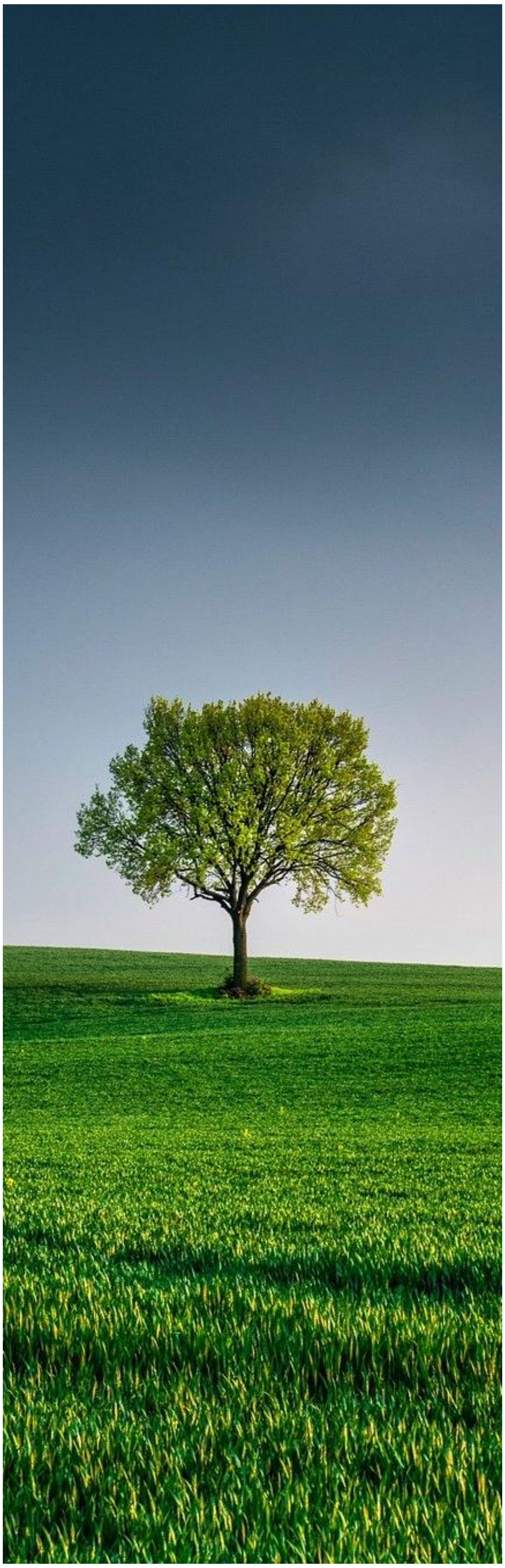
Contents

Quick reference for Public Sector procurement professionals

The information required in the PPN 06/21 reporting template can be found at:

- Commitment to achieving Net Zero – page 3
- Baseline Emissions Footprint – see confirmation that baseline year is financial year 2019-2020 (page 2) and data in 2019 column on page 11
- Current Emissions Reporting – see right-hand-most populated column on page 11
- Emissions reduction targets – see the targets section (particularly the final statement) on page 10
- Carbon Reduction projects – see the list of initiatives on page 12
- Completed Carbon Reduction initiatives – see page 13
- Declaration – see page 13

Introduction



TXP has been publishing its carbon reduction report since 2021 and regular updates and iterations have driven a culture of awareness and improvement across the company. This version has been produced to reflect a change in the reporting period, but also provides an opportunity to simplify the narrative based on lessons learned during this plan's first few years.

In 2023, TXP was acquired by a private equity investor with a strong ESG focus, and reporting across its group of companies takes place on calendar year basis. Prior to this, TXP reported figures based on financial year.

Since 2023 TXP are delighted to announce that it had become carbon neutral by taking part in carefully-chosen offsetting schemes, and complemented this further with 'carbon negative' (i.e 'climate positive') initiatives involving the planting of more than 500 trees in association with Heart of England Forest.

At a time when 'greenwashing' is a very real pitfall for companies of our size and type, we have sought to ensure that all decisions that we take regarding our Environmentall, Social and Governance (ESG) approach are real, tangible and justifiable.

Our aims will be achieved by a simple philosophy:

- We will reduce our carbon emission where possible
- Where this is not possible, we will offset carbon emissions (using suppliers who have been audited for compliance)
- We will go beyond carbon neutrality by supporting and directly becoming involved in, reforestation schemes in the UK. This will take the form of direct social value activity by TXP staff and, where agreed with selected clients, based on spend under certain client contracts.

This approach is underpinned by our ISO14001 accreditation which we achieved in February 2023. Alongside this, runs our wider, ongoing commitment to social value which is measured under the UN Sustainable Development Goals framework.

An 'ESG Squad' has been formed, comprising representatives from the wider private equity group, and which reports annually using the Cority Software platform ''Reporting21'. The squad meets quarterly to share best practice and to drive new ESG initiatives proportionately across the group.

Figures are for UK operations. The meaning of TXP in this document is TXP Solutions Limited and TXP Technology Limited – companies with the common parent, TXP Holdings Limited. For this period we have one location, in Birmingham, West Midlands.

Our commitments – to carbon neutrality, carbon negativity and net zero

Carbon neutrality

Having a clear and confident view of our carbon footprint has allowed us to achieve our commitment to offset what we cannot reduce. During the reporting year 2024, we determined our footprint to be 52.57 tonnes.

Our gas and electricity supply is already 'green', but we continue to measure its equivalent footprint (location-based compared to market-based). This allows us to understand and reduce our energy consumption and make smarter choices about our business activities. Note, that as these values are already offset 'at source', they are therefore not included in our net carbon footprint figures.

Working with our selected carbon offset provider, which underwent careful selection and compliance, we now offset the outstanding amount of 52.57 tonnes in 2024 – plus, for each tonne offset, the scheme we use will plant one tree in the UK and an additional tCO_2e is offset through a separate tree buddying project certified under the VCS (Verified Carbon Standard) benchmark. In 2024 this took place in the main regions where TXP operates, and applied approximately proportionally: namely, West Midlands (55% of TXP's offset), North West (27%) and South East (18%)

Carbon negative/Climate positive

To enable us to go beyond carbon neutrality and achieve carbon negative status (i.e putting more carbon back than we remove), TXP continues to be committed to a number of additional strategies.

ESG features highly in TXP's People Strategy, and activities such as reforestation initiatives are made available for staff to become involved in. In June 2023, for example, a joint activity with Heart of England Forest where a large group of the company's workforce worked to prepare land for reforestation in the West Midlands.

Net Zero

A key theme of our environmental strategy is that all activities are real, tangible and measurable. At the time of writing, we do not consider that there is sufficient practical guidance about the true, practical path to a validated, meaningful Net Zero status for a company of our type.

Our carbon reduction initiatives are, however, the precursor to achieving this status, and we continue to place great importance on understanding the route to NetZero and recognise that achieving this will be heavily dependent on our carbon reduction achievements.

We commit to NetZero by 2050 and have signed the SME Climate Hub commitment to that effect but expect that with greater understanding (within our organisation and across industry as a whole) that we will be able to set a more SMART target in the coming years, well in advance of this 2050 commitment.

Summary of targets

Carbon Neutrality:	Calendar year 2024 (achieved)
'Carbon Negative':	Calendar year 2024 (achieved by extra carbon offset)
Offset amount:	To remain below a 10% year-on-year curve since baseline of 2019
Net Zero:	2030

Our approach

Our over-arching approach is – as regularly referenced in this document – to reduce our **carbon footprint where possible and to offset where not**.

To do this, we need to understand our Scope 1, Scope 2 and elements of Scope 3 emissions, and how they have reduced since the baseline year of 2019-20.

Our strategy is to:

- Follow the protocols and processes in the SME Climate Hub commitment (signed November 2021)
- Continue to monitor and report carbon emissions as part of our wider environmental initiatives (in line with DEFRA reporting guidelines and emission factors), and also our ongoing Social Value project
- Implement a wide range of practical, measurable processes to reduce emissions and proactively enhance the environment
- Engage all employees in the process (the wider group's 'ESG Squad' will provide updates to the various social value stakeholders within TXP for engagement with staff)
- Ensure that members of our supply chain are aware of their obligations, and require that suppliers and partners uphold the same commitment. Note that our supply chain is small and lacks complexity, but all key suppliers are expected to sign up to our supplier code of conduct.
- Report regularly on targets, progress and compliance
- Aspire to a 10% year-on-year reduction in total emissions to provide a SMART target (post-COVID) to incentivise emission reduction and therefore minimise the amount to be offset.

Emission reporting

While scopes 1 and 2 ae currently offset 'at source' (i.e. the company purchases 'green' gas and electricity) they are still measured here to incentivise reduction in usage.

Scope 1 Emissions

This scope is comprised of the following:

Stationary Combustion
This is the emissions from natural gas used in the heating system at TXP's premises.

Mobile Combustion
This is not included in this report as TXP does not run a fleet of vehicles. Business Travel is accounted for in Scope 3.

Refrigerants
While TXP has limited use of refrigerants, metrics surrounding its air conditioning systems are taken into account in these calculations. However, as these have not required recharging during the period of this report, these are currently reported as zero.

Scope 1 totals

Note that these totals have been simplified and updated to show the effect of the introduction of the supplier of "green" gas in mid-2021.

The "non-green" value is still recorded to provide an incentive to reduce consumption, but the net (reported) value has decreased to zero due to this choice of supplier/tariff.

The highlighted cells show where the reportable figure has been adjusted to take this into account.

Year	2019-2020 (baseline)	2020-2021	2021-2022	2022-2023	CY 2023	CY 2024
Total (tCO_2e)	14.757	13.136	14.424	12.972	13.067	11.51
Total when offset (tCO_2e)	14.757	13.136	6.491	0	0	0
			ñ 'Green' gas supply was introduced during this period.		ñ Reporting period was reset to calendar year, (minor overlap with 2022-23)	

Scope 2 Emissions

Note that these totals have been simplified and updated to show the effect of the introduction of the supplier of renewable electricity in mid 2021. The total consumption value is still recorded to provide an incentive to reduce consumption, but the net (reported) value has decreased to zero due to this choice of supplier/tariff. The highlighted cells show where the reportable figure has been adjusted to take this into account.

See erratum on at the end of the Emission Reporting section for notes on historic adjustments.

Year	2019-2020 (baseline)	2020-2021	2021-2022	2022-2023	CY 2023	CY2024
Total (tCO_2e)	9.192	5.673	5.798	6.241	5.109	3.413
Total when offset (tCO_2e)	9.192	5.673	5.482	0	0	0
			ñ 'Green' electricity supply was introduced during this period.		ñ Reporting period was reset to calendar year, (minor overlap with 2022-23)	

Scope 3 Emissions

These emissions cover a subset of the categories defined under Scope 3 emissions. Namely:

- Business Travel
- Employee Commuting
- Waste generated in operations
- Downstream T&D
- Upstream T&D

No other categories in this Scope are relevant to the services provided by TXP, or cannot be accurately reported upon. However, the ability to report on any small effects of this scope are under constant review, and will be added to this document when possible.

Transportation (Business Travel and Employee Commuting)
This includes all business mileage from:

- Road
- Air
- Rail
- Employee commuting by car/motorbike (not including public transport, except where included in business travel measurement)

Individual breakdowns of these are available if required, and will be used in the planning for decreasing emissions in this area on a more granular level.

In the following figure, employee commuting contributes a significant percentage of the following overall totals.

Year	2019-2020 (baseline)	2020-2021	2021-2022	2022-2023	CY 2023	CY2024
Business travel (tCO_2e)	71.66	17.19	9.84	18.96	30.654	19.34
Employee commuting (tCO_2e)	115.8	10.29	13.80	35.69	28.551	33.23

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Reporting period was reset to calendar year, (minor overlap with 2022-23)

Note on business travel

As business travel and commuting naturally increases, post-Covid, it is understandable that this figure began to rise the 2022-2023 reporting year, but it is notable that current levels are still significantly lower than pre-pandemic levels. It is accepted that travel will be the company's greatest challenge, but that it requires a financial commitment to offset will be a driver in reducing emissions going forward.

Waste Generated in Operations

TXP has been recycling office waste where possible (dry, mixed recycling) since 2020.

The figures below are based on data from the waste disposal provider. This supplier confirms that non recycled waste is sent to landfill, which incurs a higher emission factor. Suppliers will be reviewed to assess the viability of suppliers who may use more environmentally advantageous methods, but these figures are comparatively very small compared to the wider footprint of the company.

Year	2019-2020 (baseline)	2020-2021	2021-2022	2022-2023	CY 2023	2024
Landfill (tCO_2e)	No data	0.21	0.22	0.20	0.20	0.20
Closed-loop (recycled) (tCO_2e)	No data	0.004306	0.003002	0*	0*	0*

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Reporting period was reset to calendar year, (minor overlap with 2022-23)

* This previously reported figure is zero due to a change in the DEFRA emission factors for the year 2022 (which covers our reporting periods since)

Downstream transportation and distribution
TXP has historically considered this to be a nil return, in that its downstream delivery of services does not include any tangible movement of goods. Recent innovations in technology, however, have enabled the provision of certain data from the use of, for example, cloud-based hosting and application development environments (data centres), to give a carbon footprint measurement and TCO metrics.

It was hoped that this would allow reporting from year 2022 onwards of the impact of moving software and applications to cloud/SaaS platforms, and the inevitable savings this delivers over on-premise hosting. This has proved to be prohibitive, due to the way in which Microsoft disseminates data through its network of distributors, meaning that TXP's figures are not isolatable from other clients of our distributor.

Year	2019-2020 (baseline)	2020-2021	2021-2022	2022-2023	CY 2023	CY2024
Downstream TD (tCO_2e)	0*	0*	0*	0*	0*	0*

* see explanation in "Downstream transportation and distribution" above as to why these figures are reported as zero

Upstream transportation and distribution – (including purchased goods and services and capital goods)
Data is not available for this reporting period, however, this is an area where analysis and measurement has commenced. The absence of information available from our single supplier of physical goods along with a lack of a standard, reliable set of EEIO emission factors for the "spend-based method" as detailed in the GHG protocol has prevented data being included in this version of the report. Its viability will continue to be investigated. This explains why this is a nil return in this version of the plan, but it is hoped that this will be temporary as information becomes available as the distribution industry matures.

While this element is ultimately expected to contribute a negligible amount towards the total carbon footprint, new ways of working (including home and remote) and the need to transport physical items more than previously, have driven the inclusion of this measurement in the carbon reduction plan.

Initiatives will be undertaken to monitor the scope and delivery distance of items procured by the company – as well as any relevant environmental metrics from the production and/or recycling of these items.

Corrections and methodology updates from previous document versions
Erratum – February 2024: Due to the withdrawal of the GHG emissions calculator tool, and the sole adoption of the DEFRA conversion factors as the evaluation mechanism, it has been identified that the original methodology provided an erroneous result for electricity usage. This has been corrected from the 2023 report, and 'backdated' using 2023 conversion factors to cover previous reporting years. This will have impacted previous figures and targets, but not by a considerable amount. The historic correction of this figure was carried out to provide consistency and transparency.

The effects of homeworking

TXP has always based its carbon reporting methodology on the Cabinet Office's "Technical standard for Completion of Carbon Reduction Plans" document, which has not, historically, contained the need to report on the effect of homeworking. We recognise, however, that homeworking is a very real part of our operations and, in 2024, have started to develop a protocol for quantifying this. We have used the DEFRA conversion factors to determine a tentative value of an additional 24 tonnes, based on current working practices. The adoption of this methodology will be assessed by the ESG squad during 2024, for inclusion in the 2025 report.

Effects caused by realigning the reporting period

The 'Introduction' section above, details that the reporting period for this version of the document has been changed. It is now based on calendar years, as opposed to financial year.

This realignment means that there is some overlap between the reporting methods. Specifically, the FY2022-2023 includes January-March 2023, which is also covered by the calendar year report for Jan 2023-Dec 2023.

This small overlap means the linearity of reporting is strictly not consistent, but it makes no material difference to the ethos and operation of the company's environmental strategy. In fact, it provides an increased level of granularity of data for the calendar year 2023.

Our baseline year is FY2019-20 and reflects the most recent year of 'normal' operation pre-Covid. The only data set not available for FY2019-20 is waste disposal data which is negligible.

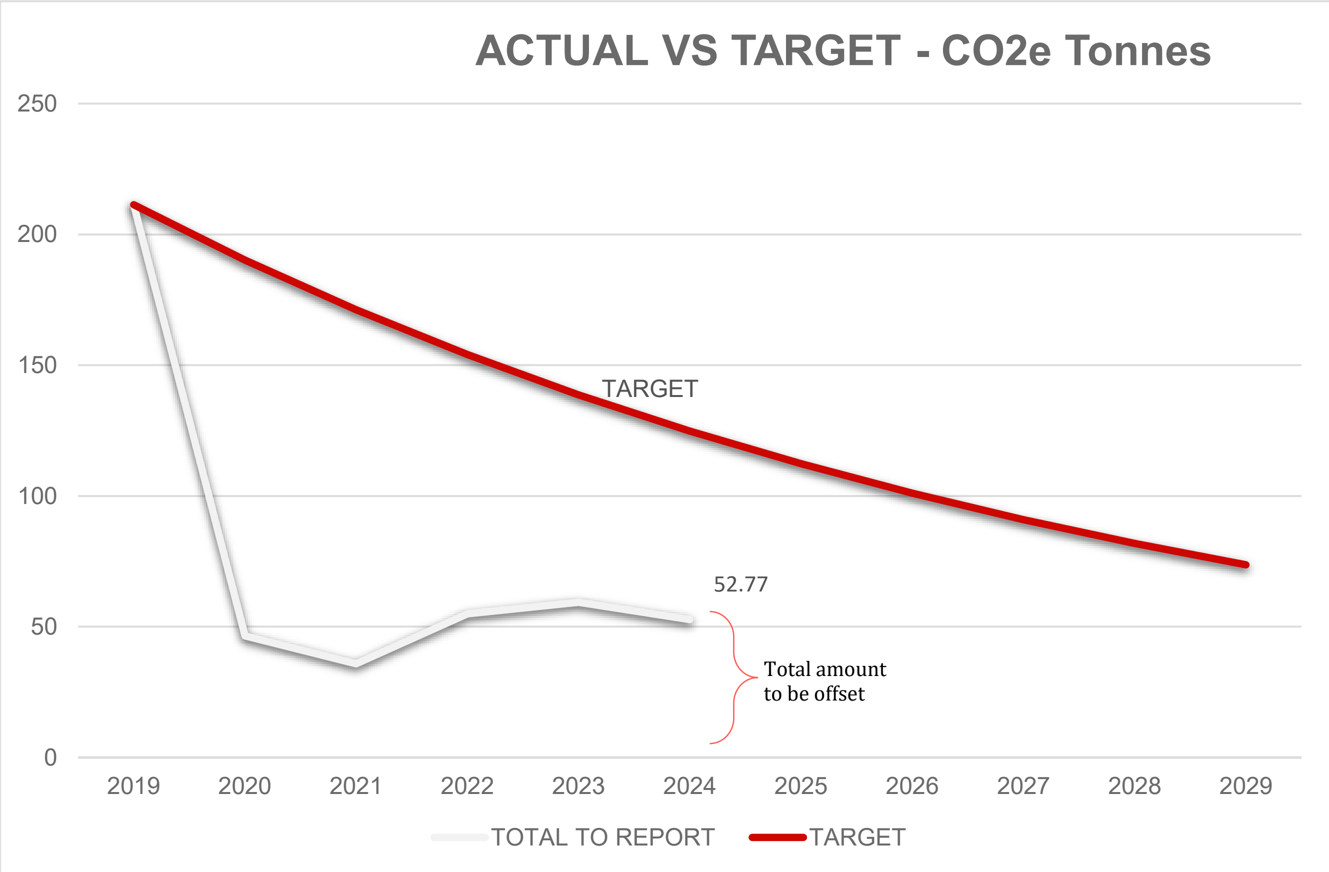
Progress since last report

Significant improvements have taken place since the last report (v5.x), and are summarised below

- The integration of Jumar and Concept has continued, with further alignment of strategies and objectives, including environmental objectives.
- Looking to do a full joint carbon reduction strategy and plan in 2025, including the assessment of home working (for Jumar) and commuting for Concept.
- Have started implementing ISO 14001 measures across Concept as well, and looking to extent the scope of the certification across both companies (currently only in place for Jumar).
- As we grow we are identifying new opportunities and aspects in terms of carbon reduction, including looking at environmental requirements when assessing potential new offices in London and Dudley.

Targets (rolling and ultimate)

In 2024, TXP offset its carbon footprint for the previous year, as detailed in this document. The following graph shows the resultant carbon footprint that TXP will need to offset in 2025 to cover the previous calendar year. (note that electricity and gas offset by the current supplier has already been removed from this diagram, leaving the remaining final amount to be offset).



As of February 2024, **we project that carbon emissions will decrease over the next five years to remain below the 2029 target of 73.69 tCO2e.** In reality, now that we are offsetting what we cannot reduce, we have achieved carbon neutrality and pledge to continue this.

Breakdown of totals -CO2e (tonnes)

Scope	Activity Type	Year (start of period) FY2019-2020	FY2020-2021	FY2021-2022	FY2022-2023	CY2023	CY2024
Scope 1	Stationary combustion	14.76	13.14	14.42	12.97	13.06	11.51
	Mobile combustion	0.00	0.00	0.00	0.00	0.00	0.00
	Fugitive emissions from air-conditioning	0.00	0.00	0.00	0.00	0.00	0.00
	Scope 1 – Net total including ‘green’ supply	14.76	13.14	6.49	0.00	0.00	0.00
Scope 2	Purchased electricity	9.192	5.673	5.798	6.241	5.109	3.413
	Scope 2 – Net total including ‘green’ supply	9.192	5.673	5.482	0.00	0.00	0.00
Scope 3	Upstream transportation and distribution	0.00	0.00	0.00	0.00	0.00	0.00
	Waste generated in operations	No data	0.22	0.22	0.26	0.20	0.20
	Business travel	71.66	17.19	9.84	18.96	30.65	19.34
	Employee commuting	115.8	10.29	13.80	35.69	28.55	33.23
	Downstream transportation and distribution	0.00	0.00	0.00	0.00	0.00	0.00
	Purchased goods and services	Not relevant or not currently reported					
	Capital goods						
	Fuel-and energy-related activities (not in scopes 1 or 2)						
	Processing of sold products						
	Use of sold products						
	End-of-life treatment of sold products						
	Downstream leased assets						
	Franchises & Investments						
	Scope 3 total for categories reported above	**187.41**	**27.69**	**23.87**	**54.91**	**59.41**	**52.57**
TOTAL	**ALL SCOPES TOTAL**	211.35	46.49	35.83	54.91	59.41	52.57

Note: highlighted values show where the effect of green/renewable supply has been applied to the figures

Environmental measures and carbon reduction initiatives

TXP has always recognised that it has a responsibility to the environment beyond legal and regulatory requirements and is committed to minimising the impact of our activities on the environment. We will meet or exceed all the environmental legislation that relates to the Company.

The introduction of this Carbon Reduction plan will allow us to measure and monitor the success of this ethos, and drive specific measurable initiatives to continue to enable us to meet Net Zero targets and carbon reduction objectives.

- Continue the services of a trusted partner/supplier to offset the company's total reportable footprint.
- Retain ISO14001 accreditation – being independently and regularly audited.
- Operating a hybrid home/office working model with office buildings currently closed on Mondays and Fridays.
- Continue to embed ESG initiatives into the company's People Strategy (e.g. reforestation initiatives for staff to become involved).
- Recognise and maintain our commitment to the SME Climate Hub to halve greenhouse gas emissions by 2030 - which are already being achieved by the initiatives in this document – and commit to Net Zero by 2030.
- Reduce business travel, where possible, recognising that this is the largest contributor to emissions as part of this study.
- Continue use of renewable electricity provider upon contract renewal.
- Adopt a similar approach to gas as with electricity.
- Ensure that environmental aspects are considered when assessing potential new offices in Dudley and London.
- Separate waste further, in line with regulations, to include food waste. Continue to encourage recycling among staff.
- Continue to increase awareness of environmental impact among staff. This awareness is not just in terms of travel, recycling and switching of electrical equipment but also the impact of using certain technologies, like AI services.
- Focus more social value days on environmental activities. Potentially organise environmental events like tree planting centrally and encourage staff attendance.
- Gain more insight over the environmental impact of our most critical suppliers.

Completed Carbon Reduction Initiatives

The most significant initiative undertaken in this reporting period (and introduced in version 4.2 of this document) is that we have now offset our carbon footprint, and thereby become carbon neutral.

In 2024, the amount of carbon that we needed to offset was 52.57 tonnes. Compared to the baseline figure of 211 tonnes, this is a reduction of over 158 tonnes – a 75% reduction since the baseline year.

Notable examples of how the overall footprint is kept 'in check' include: home/hybrid working, office premises being closed on Mondays and Fridays, switch to renewable energy providers, switch to recycling refuse provider and instigation of the carbon reporting methodology described in this document.

Reporting period

The baseline period has been agreed by the Senior Management Team at TXP to commence in financial year 2019-2020 as allowed and recognised under the Government-approved SME Climate Hub.

TXP is now reporting emissions on a calendar year basis, beginning with CY2023.

Declaration

Version 6.0 (Report updated February 2025)

This Carbon Reduction Plan is an ever evolving document, and will be updated annually. More regular updates will be added where additional scope of reporting becomes available, or where enhancements have been made. TXP has made every effort to ensure the data in this document is compliant with the GHG protocol and obligatory DEFRA emission factors and data sets applicable to the United Kingdom.

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 and 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).

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