



Carbon Reduction Plan

Figures for year ending December 2025

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Sign off:

Name	Role	Date	Signature
Nick Southwell	CFO		



1. 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 – see the Commitments section
- Baseline Emissions Footprint – our baseline year is financial year 2019-2020; see the data in the FY2019-2020 column of the Breakdown of totals table
- Current Emissions Reporting – see the CY2025 (right-hand-most) column in the Breakdown of totals table
- Emissions reduction targets – see the Targets section
- Carbon Reduction projects – see the Environmental measures and carbon reduction initiatives section
- Completed Carbon Reduction initiatives – see the Completed Carbon Reduction Initiatives section
- Declaration – see the Declaration section





2. 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 reports our figures for calendar year 2025 - a year of significant change and growth for the organisation - and continues the simplified, transparent narrative established in earlier editions.

2025 has been a year of transformation: the bringing-together of Jumar and Concept, the launch of the new TXP brand, the acquisition of Metatech Technologies and Vigil; as well as further growth as an organisation. By the end of 2025 we were an organisation of 189 full time employees, - a growth of some 13 people, broadening both our capability and our operational footprint. We have also moved our principal Birmingham premises to Fort Dunlop - a building with strong environmental credentials and we have added smaller offices in Milton Keynes and London. These changes are central to understanding this year's figures.

We have also actively encouraged colleagues to return to the office more regularly. This is a deliberate choice: in-person working is good for our culture, collaboration and the development of our people. We recognise, and report transparently, that it also increases travel-related emissions - and 2025 is the first year in which that effect is clearly visible in our numbers.

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 a calendar-year basis. Since 2023, TXP has aimed to be carbon neutral through carefully chosen offsetting schemes. Due to the changes within the organisation during 2025, the offsetting for the 2024 carbon emissions did not happen. This will be rectified in 2026 where we aim to offset for both the 2024 and 2025 reportable footprint.





At a time when 'greenwashing' is a very real pitfall for companies of our size and type, we have sought to ensure that every decision we take on our Environmental, Social and Governance (ESG) approach is real, tangible and justifiable. Our aims are achieved through a simple philosophy:

- We will reduce our carbon emissions where possible;
- Where this is not possible, we will offset emissions, using providers audited for compliance (via Ecologi for 2025);

This approach is underpinned by our ISO 14001 accreditation, which TXP successfully recertified in 2025 - independently confirming the maturity of our environmental management system across the enlarged organisation.

An 'ESG Squad', comprising representatives from across the wider private equity group, meets quarterly to share best practice and drive new ESG initiatives proportionately across the group, reporting annually to the Aliter investors.

Figures are for UK operations. 'TXP' in this document means TXP Solutions Limited and TXP Technology Limited - companies with the common parent, TXP Holdings Limited. For this period our operations span Fort Dunlop (Birmingham), the Dudley (Waterfront) premises, and smaller offices in Milton Keynes and London.

2.1 Our CARES values and this plan

Everything in this plan is grounded in TXP's CARES values. We believe environmental responsibility is not a separate initiative but an expression of how we already work:

Client focus	We help clients meet their own sustainability by holding ourselves to a transparent, audited standard and sharing our footprint openly.
Agility	As we grew and relocated in 2025, we adapted our reporting to capture new sites, new travel patterns and homeworking, rather than letting change erode data quality.
Responsibility	We report honestly - including where emissions have risen - and we take ownership of reducing what we can and offsetting what we cannot.
Excellence	Our 2025 ISO 14001 recertification and adherence to the GHG Protocol and DEFRA factors reflect a commitment to rigorous, externally verified environmental management.
Success	A 72% reduction against our 2019 baseline and a credible pathway to carbon neutrality once 2024/2025 offsets are retired, demonstrating that growth and good environmental performance go together.



3. PPN 06/21 Baseline and Current Emissions

To present this information in the format expected by Government evaluators under PPN 06/21, our Baseline and Current Emissions footprints are set out separately below. The same underlying figures appear in the Breakdown of totals table in Section 8.

Baseline Emissions Footprint (FY2019-20)

Scope	tCO _{2e}
Scope 1	14.76
Scope 2	9.19
Scope 3	187.46
Total	211.41

Current Emissions Footprint (CY2025)

Scope	tCO _{2e} (net)
Scope 1	0.00 (gross 14.12, offset at source)
Scope 2	0.00 (gross 109.83, offset at source)
Scope 3	58.36
Total Reportable (net)	58.36

This represents a 72% reduction in the total reportable footprint against the 2019-20 baseline. Gas and electricity gross consumption (14.12 and 109.83 tCO_{2e} respectively) is offset at source under green tariffs and therefore nets to zero; see Section 6.1 for an explanation of the increase in gross electricity consumption.

Note on dual reporting (GHG Protocol): Under a location-based methodology, the CY2025 gross footprint is approximately 182 tCO_{2e} (14.12 + 109.83 + 58.36), representing a c.14% reduction against the 2019-20 gross baseline. The reportable (market-based) figure of 58.36 tCO_{2e} reflects TXP's renewable energy tariffs and is the primary metric for this report.



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

4.1 Carbon neutrality

Having a clear and confident view of our carbon footprint has allowed us to meet our commitment to offset what we cannot reduce. For the reporting year 2025, we have determined our reportable footprint to be approximately 58.4 tonnes CO₂e.

Our gas and electricity supply is on 'green'/renewable tariffs and is offset at source. We hold the renewable supply certificate for our principal site at Fort Dunlop, and the equivalent certificate for our Dudley office is due imminently. We continue to measure gross consumption to incentivise reduction, but because both supplies are offset at source they net to zero and are not included in our net reportable footprint.

Working with Ecologi - a provider selected for the certified, verifiable nature of its projects - we will offset our 2024 and 2025 reportable footprints through tree planting and certified reforestation. Ecologi's portfolio comprises projects certified under recognised standards including Verra VCS, Gold Standard and the Woodland Carbon Code. This continues our practice of supporting UK and international planting projects so that, for the carbon we offset, real trees are planted and verified carbon reductions are delivered.

4.2 Net Zero

A key theme of our environmental strategy is that all activities are real, tangible and measurable. Our carbon-reduction initiatives are the precursor to Net Zero, and we recognise that achieving it depends heavily on continued reduction. We have signed the SME Climate Hub commitment and continue to work towards a validated Net Zero pathway as guidance for companies of our type matures.

To give greater substance to this ambition, our indicative pathway to 2030 centres on the following workstreams:

- A travel reduction programme, building on the rail-over-air and car-sharing measures already in place;
- Continued transition of company vehicles to EVs, supported by our salary sacrifice scheme and on-site charging;
- Development of cloud and AI sustainability reporting, led by the Compliance Team during 2026;
- Continued supplier engagement, including review against our supplier code of conduct; and
- Finalisation of our home-working measurement methodology, for inclusion in the CY2026 report.

4.3 Summary of targets

Carbon Neutrality:	2024 and 2025 reportable footprints to be offset during 2026, via Ecologi certified carbon removal projects
Offset amount:	Aspiration to a 10% year-on-year reduction curve since the 2019 baseline, with a planned return to that trajectory from 2026 as travel patterns settle and Fort Dunlop solar benefits materialise



Net Zero:	2030 (ambition), in line with our SME Climate Hub commitment, to be delivered through a travel reduction programme, EV fleet transition, cloud and AI sustainability reporting, supplier engagement, and home-working measurement (see Net Zero pathway, Section 4.2)
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5. Our approach

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

To do this, we measure our Scope 1, Scope 2 and the relevant elements of Scope 3 emissions and track how they have changed 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 in line with DEFRA reporting guidelines and emission factors;
- Implement practical, measurable processes to reduce emissions and proactively enhance the environment - including selecting low-carbon premises such as Fort Dunlop;
- Engage all employees in the process;
- Ensure that our (small, low complexity) supply chain is aware of its obligations and signs up to our supplier code of conduct;
- Report regularly and transparently on targets, progress and compliance - including where emissions rise;
- Aspire to a 10% year-on-year reduction in total emissions, recognising that the 2025 return-to-office and organisational growth represent a deliberate, well-understood exception to that trajectory.



6. Emission reporting

While Scopes 1 and 2 are currently offset 'at source' (the company purchases 'green' gas and renewable electricity), consumption is still measured here to incentivise reduction in usage.

6.1 Scope 1 Emissions

Stationary combustion. Emissions from natural gas used to heat TXP premises. Our principal Birmingham site moved to Fort Dunlop during 2025. Gross consumption equates to approximately 14.1 tCO₂e, in line with prior years; as gas is supplied on a 'green' tariff and offset at source, the net reportable figure is zero.

Mobile combustion. Not included, as TXP does not run a fleet. Business travel is accounted for in Scope 3.

Refrigerants. TXP has limited use of refrigerants. As air-conditioning systems did not require recharging during the period, these are reported as zero.

Scope 1 totals. Gas is supplied on a 'green' tariff and offset at source, so the net reportable Scope 1 figure is zero. Gross consumption continues to be recorded to incentivise reduction.

Scope 1 - Gas (tCO ₂ e)	2019-20 (baseline)	2020-21	2021-22	2022-23	CY2024	CY2025
Gross (stationary combustion)	14.76	13.14	14.42	12.97	11.51	14.12
Net total (incl. 'green' supply)	14.76	13.14	6.49	0.00	0.00	0.00

6.2 Scope 2 Emissions

Electricity is supplied on renewable tariffs and offset at source, so the net reportable Scope 2 figure is zero. Gross consumption for the enlarged, multi-site organisation equates to approximately 109.8 tCO₂e - higher than in prior years, reflecting growth to around 189 people across four offices, but offset in full at source. Fort Dunlop's rooftop solar generation is expected to reduce TXP's real grid-supplied consumption going forward.

This is a significant increase from the CY2024 gross figure of 3.41 tCO₂e, and we set out the reasons explicitly here to avoid any suggestion of a methodology or boundary change. The reporting boundary is unchanged; no additional entities have been consolidated into this figure. The increase reflects three concurrent, real-world factors:

- the move to Fort Dunlop, a substantially larger premises than the previous Birmingham site;
- the addition of the Milton Keynes and London offices, both reported for the first time in CY2025; and
- headcount growth from approximately 176 to 189 people.

CY2024's low gross figure of 3.41 tCO₂e also reflected a partial year of occupancy at the smaller, premises during a period of transition and at a time when the offices were still closed on a Monday and Friday (an arrangement which is no longer tenable considering the growth within the organisation). This understates a typical year's consumption relative to CY2025. As with Scope 1,



this gross consumption is offset in full at source via our renewable electricity tariffs, so it does not affect the net reportable footprint.

Scope 2 - Electricity (tCO _{2e})	2019-20 (baseline)	2020-21	2021-22	2022-23	CY2024	CY2025
Gross (purchased electricity)	9.19	5.67	5.80	6.24	3.41	109.83
Net total (incl. 'green' supply)	9.19	5.67	5.48	0.00	0.00	0.00

6.3 Scope 3 Emissions

These emissions cover the relevant subset of Scope 3 categories: business travel, employee commuting, waste generated in operations, and (from 2025) home-working, plus upstream and downstream transportation & distribution. Other categories are either not relevant to TXP's services or cannot yet be reliably reported.

Scope 3 category applicability

Scope 3 Category	Included?	Reason
Business travel	Yes	Measured
Employee commuting	Yes	Measured
Waste generated in operations	Yes	Measured
Home-working	Planned 2026	Methodology under development, owned by the Compliance Team
Purchased goods & services	No	Simple supply chain, so no high priority to measure. Once Cloud services are included, we will look to include this as well.
Capital goods	No	Not yet measured
Cloud services	Planned 2026	Methodology under development

Transportation – business travel and employee commuting

This includes all business mileage by road, air and rail, plus employee commuting by car/motorbike. 2025 is the first full year reflecting our return-to-office encouragement and the larger, multi-site organisation, and both business travel and commuting have risen modestly as a result.

Transportation (tCO _{2e})	2019-20	FY2020-21	2021-22	2022-23	CY2023	CY2024	CY2025
Business travel	71.66	17.19	9.84	18.96	30.65	19.34	24.21
Employee commuting	115.80	10.29	13.80	35.69	28.55	33.23	33.95

Note on travel. As anticipated, encouraging colleagues back to the office - combined with growth of around 13 people and the addition of the Milton Keynes and London offices - has increased travel emissions. Even so, 2025 business travel (24.21 tCO_{2e}) and commuting (33.95 tCO_{2e}) remain far below pre-pandemic baseline levels (71.66 and 115.80 tCO_{2e} respectively). We accept that travel is, and will remain, the company's greatest challenge, and the financial commitment required to offset it



is a continuing driver to reduce it. Business travel itself comprised: air 9.00, rail 2.20, company-car 7.84 and claimed personal mileage 5.17 tCO₂e.

Home Working

Our hybrid model means a proportion of work continues to take place at home. As signalled in the 2024 report, we have begun adopting a DEFRA-based methodology to quantify home-working emissions (based on days worked from home, number of staff and a 48-week year). As the organisation has grown and changed significantly during 2025, this remains a developing figure: we will finalise the methodology and confirm the value for inclusion as a headline category in the 2026 report. It is therefore disclosed here but not yet added to the headline reportable footprint, consistent with prior-year treatment. This work is owned by the Compliance Team, with completion of the methodology and a confirmed home-working figure targeted ahead of publication of the CY2026 report.

Waste generated in operations

TXP continues to recycle office waste where possible. Quantities across our sites in 2025 were small (mixed and general recycling, plus secure paper shredding via ShredPro), and the associated emissions remain negligible at approximately 0.20 tCO₂e. Suppliers continue to be reviewed for more environmentally advantageous methods, and we have extended separate food-waste collection across sites in line with the regulations.

Upstream and downstream transportation & distribution

As in prior years, these are reported as nil returns. TXP's downstream delivery of services does not involve tangible movement of goods, and a reliable, isolatable data set for upstream distribution remains unavailable from our suppliers. Their viability continues to be investigated, and they will be added when robust data exists.

Cloud services and digital infrastructure (2026 ambition)

A growing share of TXP's real-world environmental impact arises from the cloud and software-as-a-service platforms on which we and our clients depend - for example Microsoft Azure, Bullhorn and similar services - together with the rapidly increasing use of AI tooling. These emissions are not yet captured in this report. Given the scale of organisational change during 2025 (growth, the office moves and the move to calendar-year, multi-site reporting), we took the considered decision that attempting to incorporate cloud and AI emissions this year would risk introducing unreliable data.

It is, however, a clear ambition for the 2026 report to begin measuring and reporting the carbon impact of our cloud services and AI usage. We recognise that the energy intensity of AI in particular is becoming a material consideration, and bringing this within scope is consistent with our CARES value of Responsibility - reporting honestly on the full picture of our impact, including the parts that are hardest to measure. The compliance team will lead work during 2026 to identify reliable provider data and an appropriate methodology.





7. Progress since last report

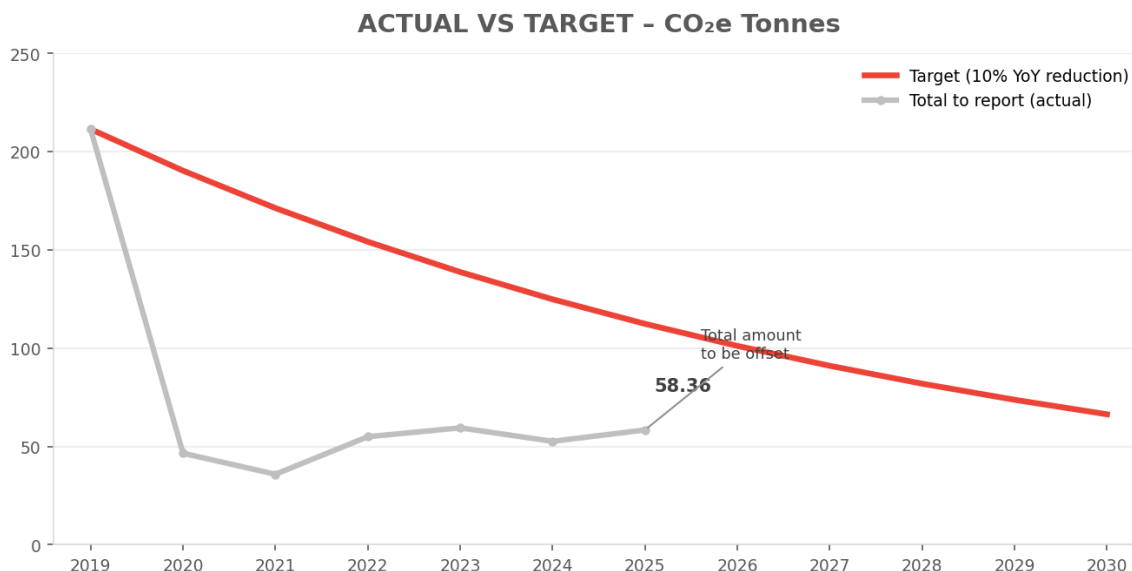
Significant developments have taken place since the previous report (2024 report), reflecting a year of growth and change:

- The integration of Jumar and Concept into TXP has progressed substantially, with TXP growing by 13 people and aligning environmental strategies and objectives across the combined organisation;
- We relocated our principal Birmingham premises to Fort Dunlop - a building with rooftop solar generation, a green (living) roof and on-site EV charging - materially improving the environmental profile of our largest site;
- We added smaller offices in Milton Keynes and London, and the number of sites we report on has increased accordingly;
- We successfully recertified to ISO 14001 in 2025, extending the maturity of our environmental management system across the enlarged organisation;
- We have actively encouraged a return to the office to strengthen culture and collaboration, and have transparently reported the associated rise in travel emissions;
- We have adopted Ecologi as our offsetting partner for 2025, delivering our reportable footprint offset through certified carbon removal projects;
- We have begun developing a DEFRA-based home-working measurement methodology for full inclusion in the 2026 report.



8. Targets (rolling and ultimate)

In 2025, TXP will offset its reportable footprint for the year, as detailed in this document. The chart below shows actual reportable emissions against the rolling 10% reduction target curve. Energy (gas and electricity) offset by our green suppliers is already excluded, leaving the final amount to be offset via Ecologi.



As of February 2026, our 2025 reportable footprint of approximately 58.4 tCO₂e represents a 72% reduction against the 2019 baseline of 211 tCO₂e. The modest rise of around 11% versus 2024 (52.57 tCO₂e) is the direct, anticipated result of our return-to-office approach and organisational growth. We intend to offset both the 2024 and 2025 reportable footprints during 2026, and will only describe TXP as carbon neutral once those offsets have been purchased and retired. We will continue to target a return to the 10% year-on-year downward trajectory as travel patterns settle and our low-carbon sites (notably Fort Dunlop solar) deliver benefits.

8.1 Emissions per person

As the organisation grows, a per-person (intensity) measure gives a fairer year-on-year comparison than an absolute total alone. Based on approximately 182 people working for TXP in 2025, our reportable footprint equates to around 0.32 tCO₂e per person (approximately 320 kg per person). We will report this metric each year so that, as we grow further in 2026 and beyond, the efficiency of our operations can be tracked independently of headcount.

Metric	CY2025
Reportable footprint (net, all scopes)	58.36 tCO ₂ e
Average headcount	~182 people
Emissions per person	~0.32 tCO₂e (320 kg)



9. Breakdown of totals – CO₂e (tonnes)

Activity Type	FY2019-20	FY2020-21	FY2021-22	FY2022-23	CY2023	CY2024	CY2025
Scope 1							
Stationary combustion (gross)	14.76	13.14	14.42	12.97	13.07	11.51	14.12
Mobile combustion	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fugitive emissions (air-con)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Scope 1 – net incl. 'green' supply	14.76	13.14	6.49	0.00	0.00	0.00	0.00
Scope 2							
Purchased electricity (gross)	9.19	5.67	5.80	6.24	5.11	3.41	109.83
Scope 2 – net incl. 'green' supply	9.19	5.67	5.48	0.00	0.00	0.00	0.00
Scope 3							
Upstream transport & distribution	0.00	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	0.20
Business travel	71.66	17.19	9.84	18.96	30.65	19.34	24.21
Employee commuting	115.80	10.29	13.80	35.69	28.55	33.23	33.95
Home-working	n/a	n/a	n/a	n/a	n/a	Developing*	Developing*
Downstream transport & distribution	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Scope 3 total (reported categories)	187.46	27.70	23.87	54.91	59.41	52.57	58.36
TOTAL REPORTABLE (net, all scopes)	211.41	46.51	35.83	54.91	59.41	52.57	58.36

* Home-working: a DEFRA-based methodology has been adopted and is being refined for the enlarged organisation; it is disclosed separately and will be added as a headline category in the 2026 report. Gas (14.12) and electricity (109.83) gross figures net to zero because both supplies are on green tariffs offset at source.

Green tariff dates: 'green' gas supply was introduced mid-2021 (net Scope 1 reduces from FY2021-22); renewable electricity supply was confirmed from February 2022 (net Scope 2 reduces from FY2022-23 onwards). The FY2019-20 and FY2020-21 baseline figures predate these tariffs and represent actual measured emissions with no source offset applied.

Erratum (carried forward from 2024 plan): following withdrawal of the GHG emissions calculator tool and sole adoption of DEFRA conversion factors, historic electricity figures were recalculated. This correction affects the Scope 2 gross values for FY2019-20 through FY2021-22 shown in this table; the revised figures are consistent across all versions from the 2024 plan onward.



10. Environmental measures and carbon reduction initiatives

TXP recognises that it has a responsibility to the environment beyond legal and regulatory requirements and is committed to minimising the impact of our activities. We will meet or exceed all relevant environmental legislation. Our current and planned initiatives include:

- Offset our 2025 reportable footprint through Ecologi via Carbon Removal Credits, and allow outside monitoring of this via the Ecologi dashboard.
- Maintain our ISO 14001 accreditation - recertified in 2025 - through independent, regular audit across the enlarged organisation;
- Maximise the environmental benefits of our move to Fort Dunlop: rooftop solar generation, a green (living) roof, and on-site EV charging to support the transition of staff and visitors to electric vehicles;
- Continue use of renewable electricity and 'green' gas tariffs on contract renewal across all sites (where possible);
- Promoting EV use by offering an EV salary sacrifice scheme to all TXP employees, and on-site charging at Fort Dunlop and other locations.
- Manage the travel impact of our return-to-office approach - promoting rail over air, car sharing, and smarter scheduling of multi-site working;
- Finalise and adopt a robust home-working measurement methodology for the 2026 report;
- Separate waste further in line with regulations, including food waste, and continue to encourage recycling across all sites;
- Continue to raise awareness of environmental impact among staff - including the impact of technologies such as AI services;
- Focus more social value days on environmental activities such as tree planting and gain greater insight into the environmental impact of our most critical suppliers.



11. Completed Carbon Reduction Initiatives

The most significant ongoing initiative is that we continue to offset our reportable footprint via certified offsetting once retired. In 2025, the amount of carbon to be offset is approximately 58.4 tonnes. Compared with the 2019 baseline of 211 tonnes, this represents a reduction of over 152 tonnes - a 72% reduction since the baseline year - sustained even as the organisation grew in terms of people and an encouraged a return to the office.

Notable measures keeping the overall footprint in check include: our move to the low-carbon Fort Dunlop building (solar, green roof, EV charging); hybrid working; renewable energy tariffs across sites; recycling-focused waste providers; ISO 14001 recertification; and the transparent carbon-reporting methodology described in this document.

12. Reporting period

The baseline period was agreed by the Senior Management Team to commence in financial year 2019-2020, as allowed and recognised under the Government-approved SME Climate Hub. TXP reports emissions on a calendar-year basis; this report covers calendar year 2025.



13. Declaration

Version 1.0 (Report updated May 2026)


This Carbon Reduction Plan is an evolving document and will be updated annually, with more frequent updates where additional scope of reporting becomes available or enhancements are made. TXP has made every effort to ensure the data in this document is compliant with the GHG Protocol and the 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 use 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 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 Chief Financial Officer on behalf of the Board.

Approval Date	07 Jul 2026
ELT Member name	Nick Southwell, Group CFO
Signature	

Nick Southwell (Jul 7, 2026, 10:51am)



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