

Carbon Reduction Plan

Company Name: X-on Health Limited

Company Registration Number: 02578478

Published date: 14/11/24

Commitment to achieving Net Zero

X-on is committed to achieving Net Zero emissions by 2045.

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. We have chosen our baseline year to be April 2022 – March 2023.

Baseline Year: FYE 2023	
<p>Baseline emissions have been updated with revised home working following clarification from DEFRA around the use of home working figures to account for seasonal changes in domestic heating demands.</p> <p>There are no emissions to report for scope 1 Stationary Combustion, Fugitive Emissions, Process Emissions or scope 2 Heat & Steam due to a lack of relevant activities or infrastructure (gas boiler and/or air con) in offices.</p>	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	50.964
Scope 2	Market-based: 6.268 Location-based: 15.671
Scope 3 including: <ul style="list-style-type: none"> Fuel & Energy Related Services Business Travel Transportation & Distribution (Upstream) Employee Commuting & Home Working Operational Waste Transportation & Distribution (Downstream) (<i>of which none</i>) 	125.398

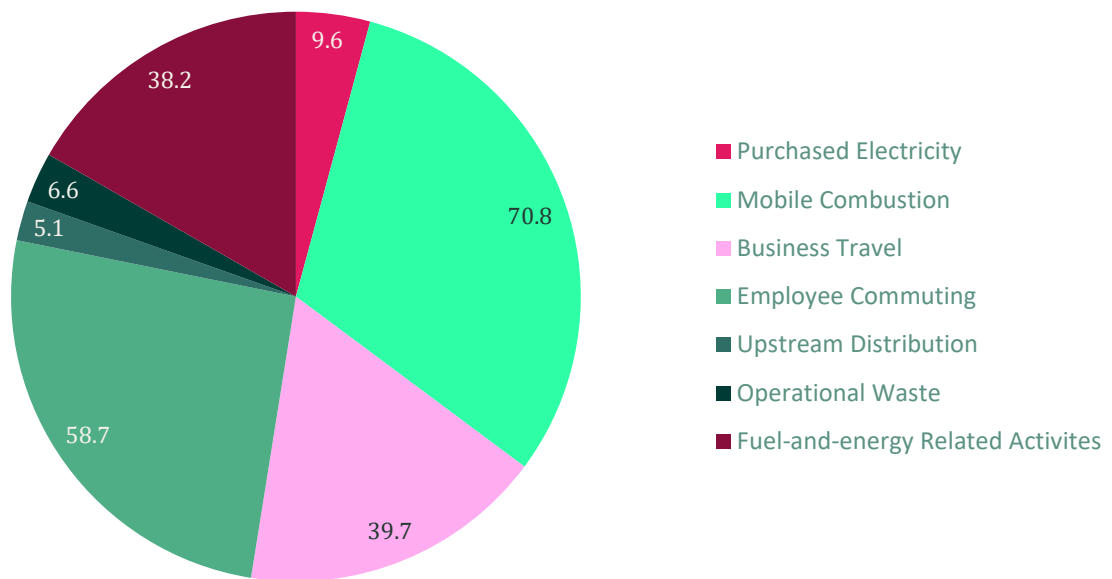
Total Emissions	Market-based: 182.631 Location-based: 192.034
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**Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

Current Emissions Reporting

Baseline Year: FYE 2024	
<p>The measurement boundaries and inventory for the April 2023 – March 2024 measurement align with those utilised to produce the baseline emissions measurement outlined above.</p> <p>There are no emissions to report for scope 1 Stationary Combustion, Fugitive Emissions, Process Emissions or scope 2 Heat & Steam due to a lack of relevant activities or infrastructure (gas boiler and/or air con) in offices.</p>	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	70.843
Scope 2	Market-based: 9.612 Location-based: 19.016
Scope 3 <ul style="list-style-type: none"> Fuel & Energy Related Services Business Travel Transportation & Distribution (Upstream) Employee Commuting & Home Working Operational Waste Transportation & Distribution (Downstream) (<i>of which none</i>) 	148.230
Total Emissions	Market-based: 228.686 Location-based: 238.089

Current Emissions Breakdown (tCO₂e)



Emissions reduction targets

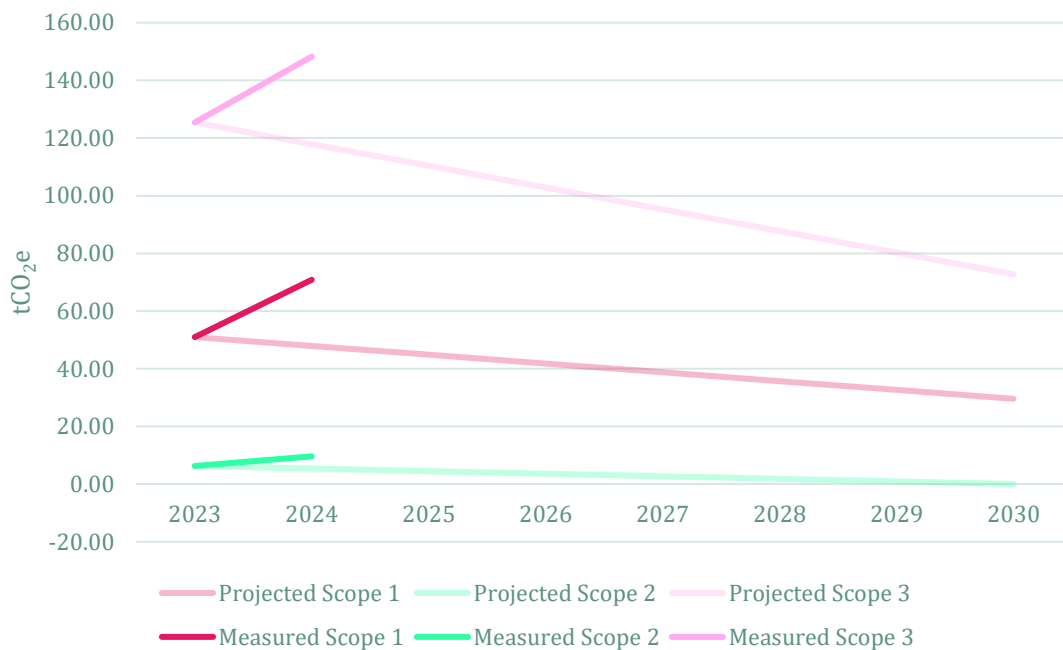
X-on is committed to achieving Net Zero by 2045, aligning with the [NHS's Net Zero supplier roadmap](#), which aims to achieve a Net Zero value chain by 2045. By aligning with this roadmap X-On is able to set reduction targets for currently measured categories as well as timeframes for the measurement of those yet to be measured as the emissions inventory is expanded in step with the milestones laid out by the NHS.

To achieve Net Zero we will need to reduce our absolute emissions by 90% from our baseline year and offset any residual emissions. To track our progress towards our long-term Net Zero target, we have also set some near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 emissions by 42% by 2030.
- To procure 80% renewable electricity by 2025 and 100% by 2030.
- Reduce upstream scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2027, a year ahead of the NHS Net Zero supplier roadmap target for disclosure of whole footprint.

Progress against our 2030 targets can be seen in the graph below, in future reporting years we will show our year-on-year emissions to track progress against these projections:



While emissions increased across all scopes this is due to an unusually high level of activity during FYE 2024 as X-On carrier out expansive works across GP practises, this was due to NHS contracts with short windows for completion. Future reporting years are expected to better reflect FYE 2023 emissions following completion of these short-term contracts.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since establishing baseline emissions.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1, 2, 3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2022	1, 2, 3
The company currently only owns a single electric vehicle. We have committed to gradually increase the proportion of low/no emission vehicles as internal combustion vehicles reach end of life.	2023	1
Installed three EV charging points at the office to charge fleet when implemented and encourage employees to transition to hybrid or fully electric personal vehicles.	2023	1, 3
ISO 14001 certification achieved 2023, 2024 audit completed and passed October 2024	2023 & onward	1, 2, 3

REDUCTION PLANS – Scope 1 & Scope 2			
Activity No.	Activity	Target Date	Category
1	Procure a 100% renewable electricity tariff. This change will reduce market-based emissions to 0 tCO ₂ e.	2030	Purchased Electricity
2	<p>Total location-based electricity emissions (National Grid energy mix) have increased to 19.016 tCO₂e so opportunities to reduce energy use remain.</p> <p>We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.</p> <p>High-level monitoring of energy use is key to understanding further pinch points.</p>	2023 & ongoing	Purchased Electricity
3	<p>Following achievement of ISO 14001 certification work continues to optimise operational procedures and implement energy management processes.</p> <p>Examples of reduction measures include:</p> <ul style="list-style-type: none"> • upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces) • installing timers on sockets/equipment • reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers) <p>Invite colleagues from different departments to openly explore challenges and barriers to collaboratively find solutions for reduction.</p>	annual review	Purchased Electricity
4	We are committed to transitioning to a fully electric fleet as the industry and infrastructure progresses and this becomes viable (many of our engineers live in areas with limited access to charging points). We will do this by gradually increasing the proportion of hybrid and electric vehicles in our fleet as current vehicles reach end of life.	2030	Mobile Combustion

5	<p>Consider training to support with idling and understanding driver efficiency where appropriate.</p> <p>This training can become internal team competitions or a creative way to restructure bonus schemes etc to create further buy-in from wider team.</p> <p><i>Tracking fuel use rather than distance travelled is a prerequisite for tracking reductions in emissions as a result of the above.</i></p>	2025	Mobile Combustion
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Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to 29.559 tCO_{2e} by 2030.

REDUCTION PLANS – Scope 3

Activity No.	Activity	Target Date	Category
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	TBC	Commuting & Home Working, Business Travel
2	<p>Implement a Sustainable Procurement Policy to influence decisions regarding suppliers and their sustainability credentials. While purchased goods and services has not been included within our boundary, there is an opportunity for the Sustainable Procurement Policy to impact which carriage providers we work with.</p> <p>Additionally, as we look to expand the boundary of our footprint in line with the NHS's net zero supplier roadmap a sustainable procurement practises will become key to obtaining primary, supplier specific data.</p>	2024 - 2027	Transport & Distribution, Purchased Goods & Services
3	<p>In anticipation of expanding the boundary of our footprint we will begin working with suppliers, encouraging them to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Consider a Sustainability Audit or Survey to request further information regarding credentials to be implemented upon expansion of measurement boundary. Plan to send this to the Top 5/10 suppliers by spend. This data collection will support reduction journey by gathering important data for future years measurement & encourage supply chain integration towards Net Zero.</p> <p>Once completed prioritise suppliers with lower carbon footprints. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.</p>	2026	Purchased Goods & Services

	Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.		
4	<p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers.</p> <p>Prioritise purchasing from local suppliers to limit delivery mileage.</p>	2024 - 2027	Upstream Distribution
5	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes; such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy –</p> <ul style="list-style-type: none"> Digital communication Walking & wellbeing Cycling Public and shared transport Public and shared EV's and car sharing ICE vehicles and car sharing Air Travel <p>Consider creative ways to engage and support workforce to influence change.</p> <p>Examples include extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p> <p><i>Improving the quality of data used to measure emissions, particularly moving away from spend based data, is a prerequisite for tracking reductions in emissions resulting from the implementation of the Sustainable Travel Policy</i></p>	2024	Business Travel, Commuting

Based upon the above completed and planned initiatives, it is projected that (as a minimum) scope 3 emissions will decrease from the of 148.230 tCO₂e to 85.973 tCO₂e by 2030.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Management Plan has been reviewed and approved by X-on's Executive Team.

Signed on behalf of X-on:



Name: Anthony Haynes

Position: Operations Director

Date: 13th November 2024

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>