

Carbon Reduction Plan

Supplier name: Xytal Health Management Limited

Publication date: 23 January 2026

Commitment to achieving Net Zero

Xytal Health Management Limited has achieved Net Zero emissions in 2025.

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.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
Emissions data had not been published in prior years therefore we selected 2023 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the SmartCarbon Calculator using the UK Government emissions factors.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	18.6
Scope 2	0.00 – Company doesn't have an office and therefore is outside of the scope. All employees work from home and their emissions are included in Scope 3
Scope 3 (Included Sources)	0.00 – Waste – we are a services company that produces little waste. All waste that is generated from business services is recycled. 1.89 – Business Travel 0.26 – Fuel & Related Energy Activities – includes Employee WFH 44.16 - Purchased Goods & Services – includes Facilitator Travel

	<p>0.00 – Employee Commuting – all direct employees work from home and therefore do not commute. Contracted Facilitators are included in Purchased Goods & Services.</p> <p>0.00 - Upstream & Downstream Transportation and Distribution – N/A we do not supply goods, only services.</p>
Total Emissions	64.91

Current Emissions Reporting

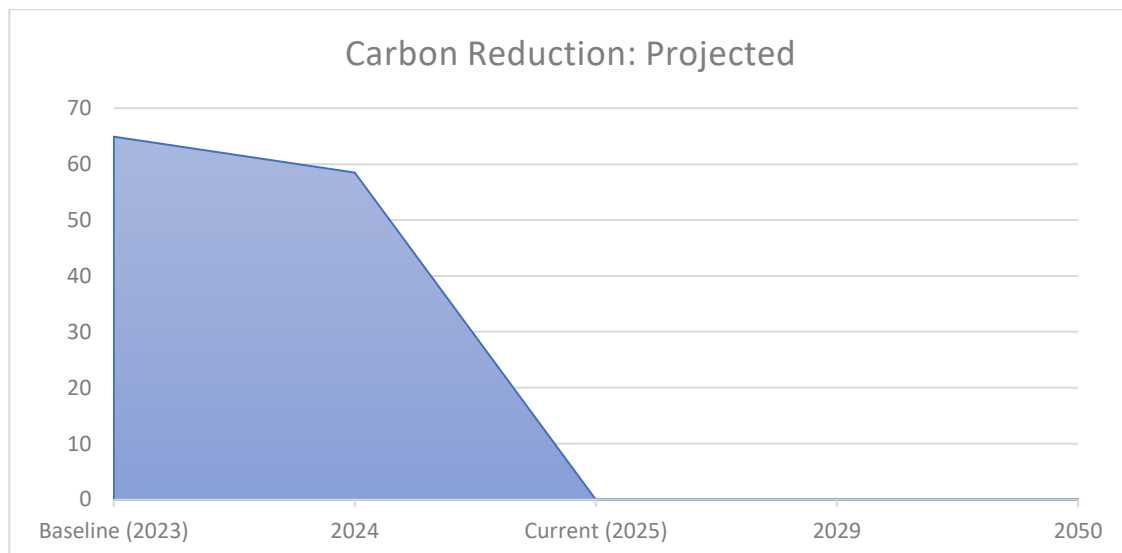
Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	13.61
Scope 2	
Scope 3 (Included Sources)	<p>0.00 – Waste – we are a services company that produces little waste. All waste that is generated from business services is recycled.</p> <p>2.03 – Business Travel</p> <p>0.22 – Fuel & Related Energy Activities – includes Employee WFH</p> <p>15.49 - Purchased Goods & Services – includes Facilitator Travel</p> <p>0.00 – Employee Commuting – all direct employees work from home and therefore do not commute. Contracted Facilitators are included in Purchased Goods & Services.</p> <p>0.00 - Upstream & Downstream Transportation and Distribution – N/A we do not supply goods, only services.</p>
Total Emissions	31.35 tCO ₂ e
Offset	Tree Planting -60.19 tCO ₂ e
Net Emissions	-21.84 tCO ₂ e

NB. Although it appears there is an increase in tCO₂e relating to business travel, we have more staff this year and therefore, by default, our emissions have increased. However, when you look on an individual level, they have decreased per person due to the increase in the use of public transport.

Emissions reduction targets

We made the decision this year to offset our carbon emissions and therefore are now Net Zero.

Our progress, can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

- We have officially offset all of our unavoidable carbon emissions with Tree Planting to become Net Zero.
- We have sold all of our Scope 1 emissions vehicles to eliminate all Scope 1 emissions going forward.
- We have educated our contracted facilitators in the impact of their individual CO2 emissions and encouraged them to use public transport to travel to practices, rather than using their car, to reduce our Purchased Goods & Services emissions.
- We have committed to Death in Service Insurance for our employees which also provides free Tree Gift Planting.
- We have educated and encouraged staff to use renewable energy suppliers at home to minimise carbon footprint when working from home.
- We have used more public transport for our business travel
- We have used Sharepoint more to share files rather than sending attachments

In the future we hope to implement the following measures such as:

- Offer further incentives to facilitators to use public transport to travel to practices, rather than using their car, to reduce our Purchased Goods & Services emissions.
- We aim to car share more and use more public transport for our business travel.
- Any purchased office supplies will be recyclable
- Encouraged facilitators to use Lucidchart or Microsoft Whiteboard in place of post it notes for delivery

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 Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



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Victoria Watts, Managing Director,
For & On Behalf of Xytal Health Management Limited

Date: ...23 January 2026.....

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

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

³<https://ghgprotocol.org/standards/scope-3-standard>