



TXM Healthcare Limited

Company no: (7441639) **Registered office address:** (Walnut House Blackhill Drive, Wolverton Mill, Milton Keynes, Buckinghamshire, MK12 5TS) Website: ([TXM Healthcare - Medical Recruitment Specialists](#))

Carbon Reduction Plan

Introduction

At TXM Healthcare, we are committed to sustainable business practices and reducing our environmental impact. This Carbon Reduction Plan outlines our progress and future goals in mitigating carbon emissions across our operations.

Our baseline emissions were measured during the UK lockdown period in 2020, a time when business activity was atypical due to remote working and restricted travel. In subsequent years, as our offices reopened and business operations resumed, emissions levels fluctuated significantly across various scopes.

In Scope 1, no direct emissions were recorded across the reporting years, reflecting our limited reliance on on-site combustion or owned vehicles. However, in Scope 2, emissions from electricity and heating varied as we adapted to operational changes. Notably, electricity emissions peaked in 2022 but have since decreased substantially, reflecting our efforts towards energy efficiency and renewable energy procurement.

Scope 3 emissions highlight the impact of business travel, employee commuting, and operational waste. While emissions from hotel stays and homeworking significantly dropped post-lockdown, healthcare commuting emerged as a new category in 2024.

This plan demonstrates our commitment to understanding and addressing emissions sources while aligning with net-zero objectives. Through continued monitoring and targeted interventions, we aim to minimise our environmental footprint and drive meaningful change.

Commitment to achieving Net Zero by 2045

At TXM Healthcare, we are dedicated to supporting the NHS's ambitious goal of achieving Net Zero by 2045. As a key partner in the healthcare sector, we recognise our responsibility to contribute to reducing the environmental impact of the goods and services we provide.



In alignment with the NHS's dual deadlines, we commit to eliminating our direct emissions (Scope 1 and Scope 2) by 2040. This will include transitioning to renewable energy sources, optimising energy efficiency, and eliminating reliance on fossil fuels for heating and electricity.

For our indirect emissions (Scope 3), including those associated with our supply chain, business travel, and employee commuting, we pledge to reach Net Zero by 2045. This will involve collaborating with suppliers and partners to ensure sustainable procurement, promoting low-carbon travel options, and continuously monitoring and reducing waste.

Baseline Emissions Footprint 1st Jan - 31st Dec 2020

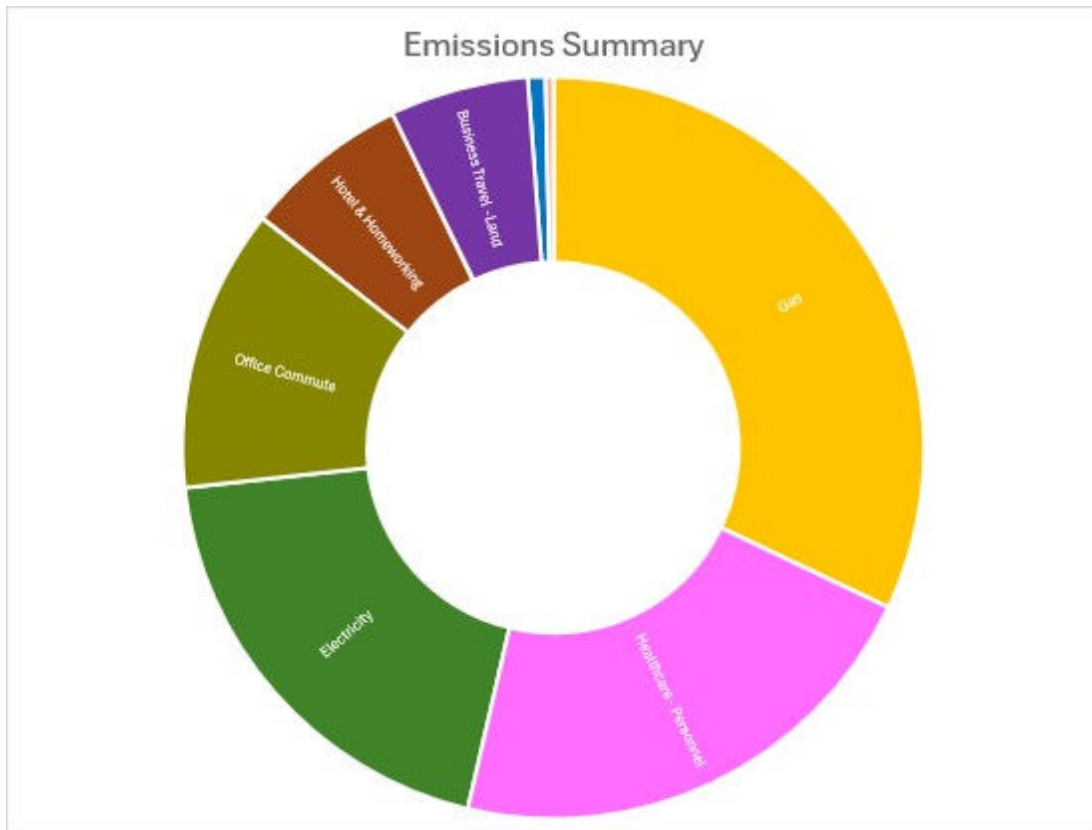
TXM Healthcare's baseline emissions for 2020, measured during the UK lockdown, totalled 167.80 tCO₂e. Key contributors included electricity (25.84 tCO₂e), heating (19.32 tCO₂e), and emissions from hotel stays and homeworking (109.38 tCO₂e). This unique baseline reflects reduced travel and operational activities during an atypical period of restricted business operations.

Current Emissions Reporting 1st Jan - 31st Dec 2024

Name of the Organisation	TXM Healthcare Limited			
Company Number	7441639			
Registered Address	Walnut House Blackhill Drive, Wolverton Mill, Milton Keynes, Buckinghamshire, MK12 5TS			
Submission Year	Start Date	01/01/2024	End Date	31/12/2024
Baseline Year	Start Date	01/01/2020	End Date	31/12/2020

Sources of Emissions	KgCO2e:	tCO2e:
Gas	10,112.98	10.113
Electricity	6,148.80	6.149
Water	245.35	0.245
Waste General	97.16	0.097
Business Travel - Land	1,903.34	1.903
Office Commute	3,906.95	3.907
Healthcare - Personnel	6,825.38	6.825
Delivery Vehicles Vans	0.00	0.000
Hotel & Homeworking	2,279.70	2.280

Scope 1	0.000
Scope 2	16.262
Scope 3	12.978
Total	29.240





Zero Emissions rationale

For the submission year January to December 2024, TXM Healthcare recorded zero emissions in Scope 1, reflecting the absence of direct emissions from on-site combustion or owned vehicles. Additionally, certain Scope 3 categories, including upstream and downstream transportation and distribution, reported zero emissions due to limited activity in these areas.

These results highlight the impact of streamlined operations and a continued emphasis on sustainable practices, such as remote working and optimised processes. While these outcomes stem from specific operational changes, they demonstrate the potential for long-term emission reductions, reinforcing our commitment to achieving Net Zero by 2045.

At TXM Healthcare, our operations often extend to remote areas, requiring continuous service regardless of time or holidays. While this poses challenges for emissions reduction, management is committed to exploring market solutions and aligning with government provisions and aspirations to balance sustainability goals with our critical healthcare responsibilities.

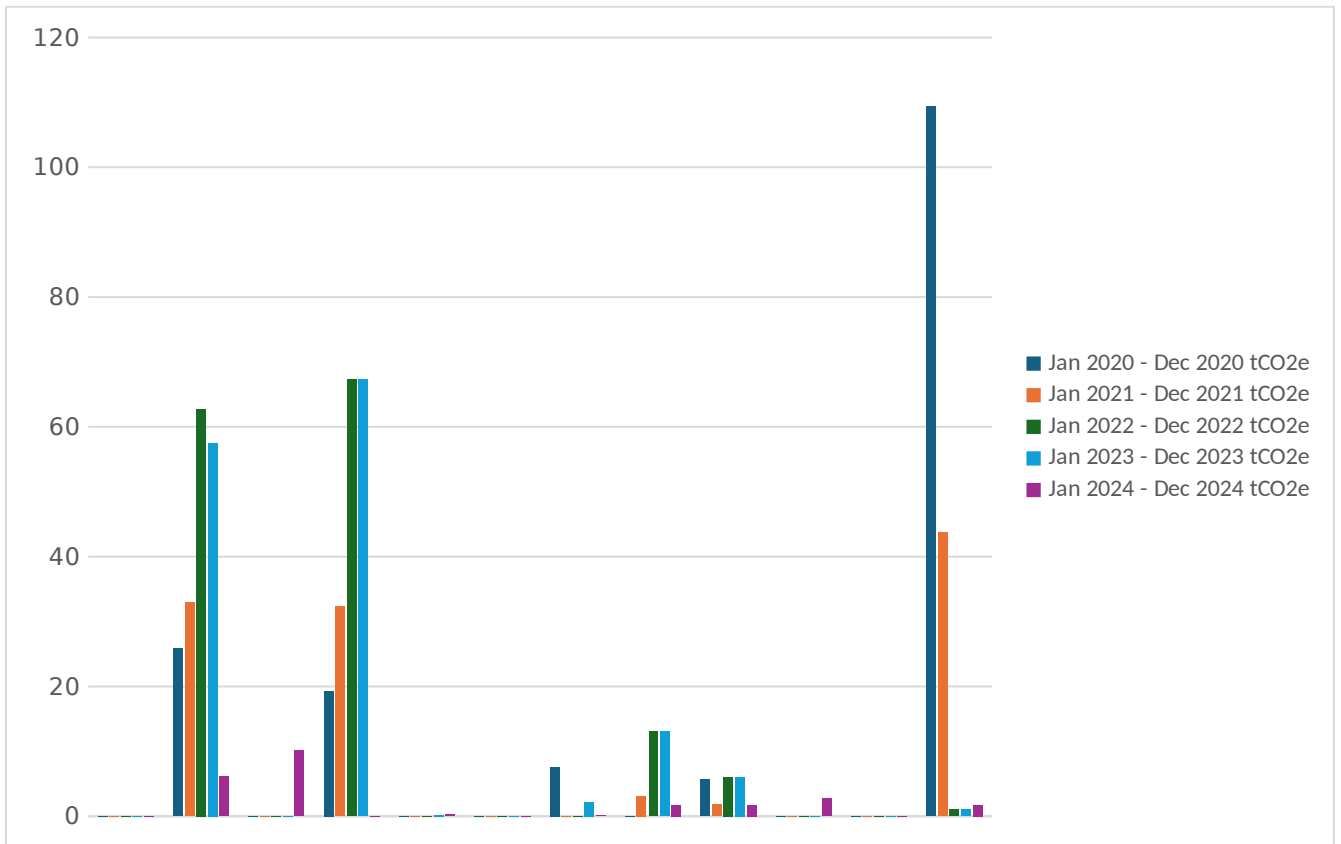
Year-on-Year (YoY) Emissions Comparison

TXM Healthcare's emissions show significant year-on-year fluctuations from 2020 to 2024. Scope 1 emissions remained consistently at zero, while Scope 2 emissions, driven by electricity and heating, peaked in 2022 at 130.06 tCO₂e before declining to 16.26 tCO₂e in 2024, reflecting improved energy efficiency.

Scope 3 emissions varied, with business travel peaking at 13.04 tCO₂e in 2022 and dropping to 1.90 tCO₂e in 2024, while emissions from homeworking fell sharply post-lockdown. New categories, such as healthcare commuting (6.83 tCO₂e in 2024), emerged as operations evolved. These shifts highlight the dynamic nature of our carbon footprint and inform our Net Zero strategy.

Scope	Category	Baseline Year	Submission Year			
		Jan 2020 - Dec 2020 t CO ₂ e	Jan 2021 - Dec 2021 t CO ₂ e	Jan 2022 - Dec 2022 t CO ₂ e	Jan 2023 - Dec 2023 t CO ₂ e	Jan 2024 - Dec 2024 t CO ₂ e
Scope 1	Direct emissions	0.00	0.00	0.00	0.00	0.00
Scope 2	Electricity	25.84	32.92	62.77	57.51	6.15
Scope 2	Gas	0.00	0.00	0.00	0.00	10.11
Scope 2	Heating	19.32	32.34	67.29	67.29	0.00
Scope 3	Category 3: Water	0.00	0.00	0.00	0.21	0.25
Scope 3	Category 4: Upstream T&D	0.00	0.00	0.00	0.00	0.00
Scope 3	Category 5: Waste generated in operations	7.58	0.00	0.00	2.22	0.10
Scope 3	Category 6: Business travel	0.02	3.08	13.04	13.04	1.90
Scope 3	Hotel Stay & Homeworking	109.38	43.75	1.03	1.03	2.28
Scope 3	Category 7: Employee commuting	5.66	1.82	6.05	6.05	3.91
Scope 3	Category 7: Healthcare commuting	0.00	0.00	0.00	0.00	6.83
Scope 3	Category 9: Downstream T&D	0.00	0.00	0.00	0.00	0.00

YoY Comparison



Emissions reduction targets

TXM Healthcare is committed to aligning its carbon reduction targets with the Science Based Targets initiative (SBTi) to contribute to limiting global warming to 1.5°C above pre-industrial levels. From January 2025 onwards, we will implement the following emission reduction targets:

1. **Scope 2 (Direct Emissions):**

We aim to achieve a 50% reduction in direct emissions by 2030 and full elimination by 2040. This will include transitioning to renewable energy sources, improving energy efficiency in offices, and phasing out fossil fuel reliance for heating. To support this, we will introduce policies and procedures to ensure compliance with best practices, alongside comprehensive employee training and awareness programmes to foster a culture of sustainability.

2. **Scope 3 (Indirect Emissions):**

For our indirect emissions, we target a 30% reduction by 2030 and Net Zero by 2045. Key strategies include:

- Engaging with suppliers to adopt sustainable procurement practices and setting expectations for reduced carbon footprints.
- Promoting low-carbon commuting and business travel options, such as public transport and electric vehicles, supported by new policies to encourage adoption.
- Minimising emissions from waste and operational activities through optimised waste management and resource efficiency.

Throughout this journey, we will invest in employee education to ensure all staff understand their role in achieving these goals, along with regular workshops, training sessions, and sustainability awareness campaigns. By embedding these practices into our organisational culture and policies, we aim to drive meaningful progress towards achieving Net Zero by 2045.

Carbon Reduction Initiatives

TXM Healthcare is committed to implementing robust carbon reduction initiatives aligned with ISO 14001 standards to support our journey toward Net Zero by 2045. Our key initiatives include:

1. Sustainable Supply Chain Practices:

- Collaborating with suppliers to adopt environmentally responsible procurement processes.
- Establishing supplier engagement programmes to encourage carbon reduction across the supply chain.
- Introducing policies that prioritise partnerships with vendors adhering to sustainability criteria.

2. Employee Training and Awareness:

- Rolling out comprehensive training programmes to educate employees on sustainability practices and their role in carbon reduction.
- Conducting regular workshops and awareness campaigns on low-carbon behaviours, such as energy-saving measures and sustainable commuting.
- Including sustainability-focused performance objectives in employee roles.

3. Policy Development and Compliance:

- Developing and enforcing environmental policies aligned with ISO 14001 requirements.
- Implementing office-based procedures to optimise energy use, waste management, and resource efficiency.
- Establishing policies to encourage low-carbon travel, including hybrid working options, incentives for public transport, and the adoption of electric vehicles.

These initiatives form a holistic approach to embedding sustainability across all operations, ensuring continuous improvement and progress toward our carbon reduction goals.

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 TXM Healthcare Limited:

A handwritten signature in blue ink, appearing to read "A. Midgley".

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Name: Andrew Midgley

Position: Director

Date: 24/01/2025

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>