



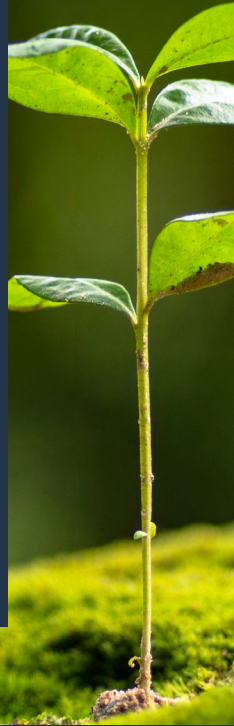
Deliver performance  
**with sustainable  
experiences**

**Carbon Reduction Plan | March 2025**

# Commitment to achieving Net Zero

XMA is committed to achieving Net Zero emissions on each Scope by:

**Scope 1 - 2030**  
**Scope 2 - 2030**  
**Scope 3 - 2045**



In accordance with the GHG Protocol's Corporate Standard, our carbon footprint methodology aligned to our operational boundary is:

## Operational Control

The supplier reports on all sources of carbon emissions over which it has operational control. The supplier is deemed to have operational control over a service if it has full authority to introduce and implement its operating policies.

## Baseline Emissions Footprint

XMA baselined its calculations in 2019, to give a fair representation of emission output in a full operational year, when travel, stakeholder meetings and office attendance was consistent and normal, not impacted by COVID-19 and lockdown measures. Disclosed emissions data have been re-baselined where necessary due to improvements in accuracy of data reporting.

Baseline Year: 2019				
EMISSIONS	Baseline year emissions TOTAL (tCO <sub>2</sub> e)			
Scope 1				274.00
Scope 2 (Location-based)				413.00
Scope 3 (Included Sources)				
	4	Upstream Transportation and Distribution	30.73	
	5	Waste Generated in Operations	476.09	
	6	Business Travel	398.00	
	7	Employee Commuting (not including teleworking)	244.00	
	8	Downstream Transportation & Distribution	7.42	
	<b>Total</b>		<b>1,156.24</b>	
<b>Total Emissions</b>				<b>1,843.24</b>

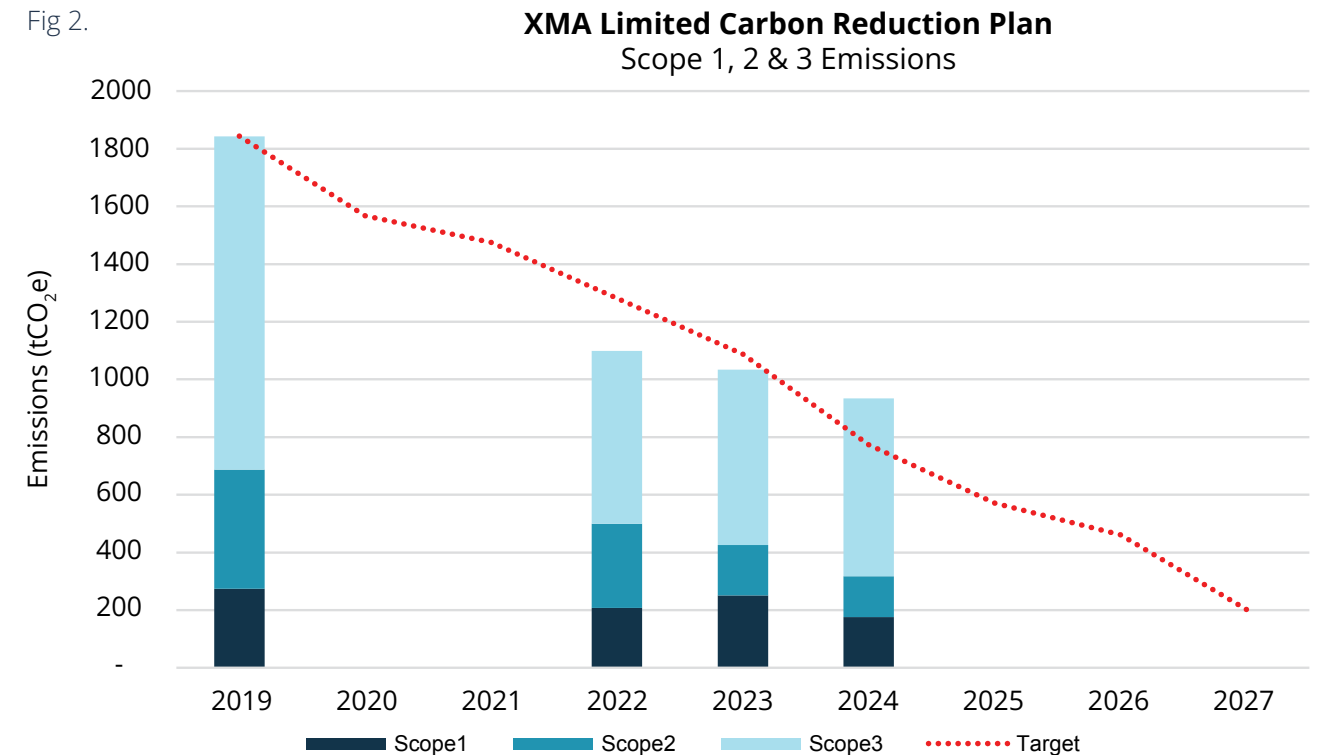
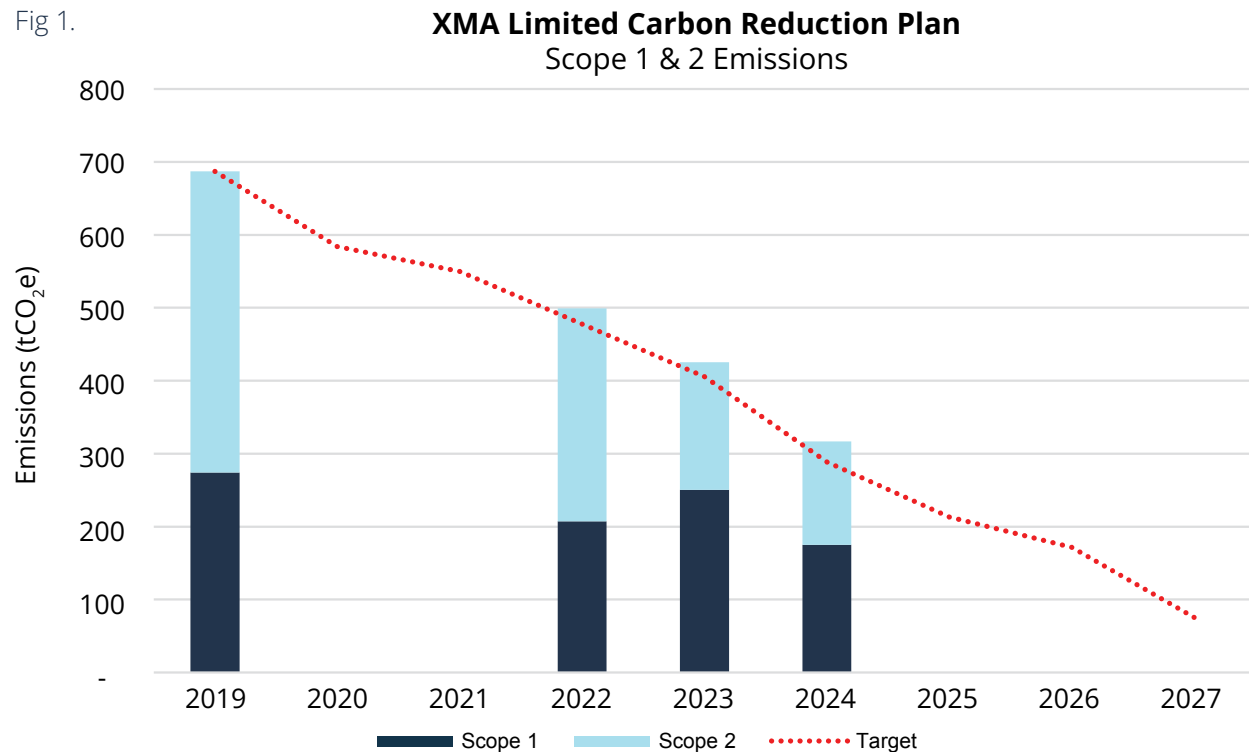
## Current Emissions Reporting

Reporting Year: 2024				
EMISSIONS	Current year emissions: TOTAL (tCO <sub>2</sub> e)			
Scope 1				175.06
Scope 2 (Location-based)				141.59
Scope 3 (Included Sources)				
	4	Upstream Transportation and Distribution	14.65	
	5	Waste Generated in Operations	0.63	
	6	Business Travel	140.73	
	7	Employee Commuting (not including teleworking)	224.21	
	8	Downstream Transportation & Distribution	236.77	
	<b>Total</b>		<b>616.99</b>	
<b>Total Emissions</b>				<b>933.64</b>

## Emissions Reduction Targets

XMA has set an aggressive emission reduction target of 81%, against our 2019 baseline, to be completed by 2027. This will be achieved through the initiatives that we have introduced, continue to develop, and continuously improve upon. We know, with a solid foundation, we will be able to achieve 'Net Zero' by 2030 across Scope 1 and Scope 2 and 2045 for Scope 3.

Progress against targets to date is shown in the following graphs:



# Reducing our Footprint

XMA has realised a substantial reduction in both Scope 1 and 2 emissions, alongside notable improvements in Scope 3 emissions. Scope 1 and 2 emissions have declined 54% relative to the established baseline, while Scope 3 emissions have been curtailed by 47%. This progress is attributable to a series of strategically executed projects in recent years, including the refurbishment of gas boilers, deployment of advanced LED lighting controls, increased frequency of virtual meetings, and improved optimisation of IT asset disposition.

Compared to the previous reporting year, Scope 1 and 2 emissions have experienced a further reduction of 26% - driven by the closure of the St Albans warehouse, which resulted in a significant reduction in energy consumption, and by the installation of upgraded LED systems and new thermostats to regulate temperature at the Nottingham warehouse. Scope 3 waste emissions have significantly declined year-over-year, due to lower emission factors for waste and a marked reduction in processed waste following the closure of the warehouse.

These initiatives underscore XMA's proactive commitment to environmental stewardship and responsible business practices. Moving forward, XMA remains committed in its pursuit of innovative, sustainable solutions to further minimise its environmental impact.

**2024 Actual** – 933.64 tCO<sub>2</sub>e  
**49.3%** reduction against 2019 baseline

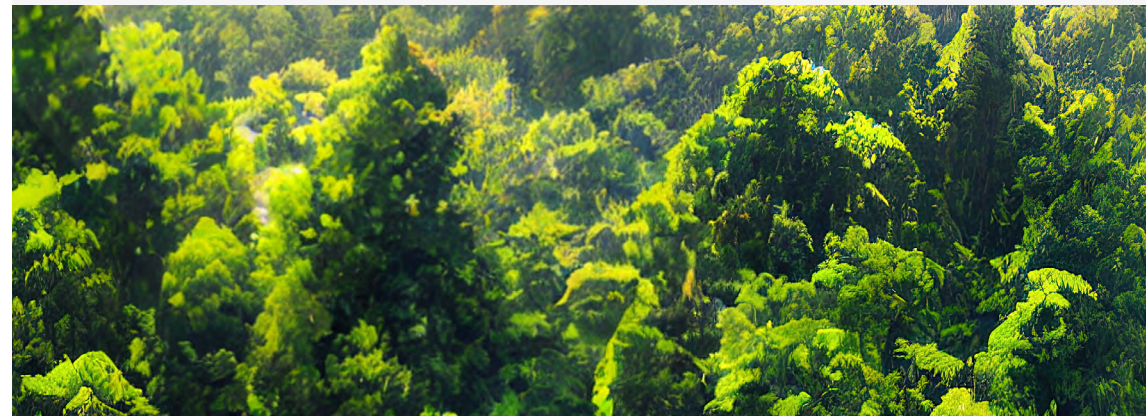


## Future Emissions Reduction Targets

**2025 = 69%** reduction against 2019 baseline

**2026 = 75%** reduction against 2019 baseline

**2027 = 81%** reduction against 2019 baseline



# Carbon Reduction Projects

A photograph showing two hands, one from the left and one from the right, positioned to form a heart shape. The hands are light-skinned and are set against the dark, textured bark of a tree trunk. The background is slightly blurred, showing green foliage.

## Completed Carbon Reduction Initiatives

XMA has completed several carbon reduction initiatives to date, with a focus on a 'fast start' plan to achieving Net Zero by 2030 and 2045 respectfully.

Some of the projects completed to date (but not limited to) are:

- Improved WEEE disposal solutions
- Sustainable Shipping Solutions (including aggregated shipping)
- Direct Delivery (wherever possible)
- Improved IT Asset Disposition (ITAD) solutions with under 1% going to landfill
- Salary Sacrifice Electric Car Scheme for XMA Staff
- Flexible Working Measures for Staff
- Virtual meetings where possible
- Established internal environmental working groups to discuss opportunities for carbon reduction
- In Nottingham, 100% of waste is diverted from landfill
- Procured REGO-backed Tariffs to reduce market-based Scope 2 emissions

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

- Continued Estate Consolidation
- Carbon Net Zero Warehouse
- Self-Generating Energy Production
- EV Charging Points
- Subsidised Staff Tickets for Trams and other Public Transport
- Publication of full carbon footprints for product and services supplied to customers
- Electrification of distribution and logistics for all product delivery and collections
- Reduction of waste and packaging from upstream supply chain
- Improvement of recycling for packaging
- Circular economic strategy for end-of-life products
- Engage supply chain to collaborate on sustainability initiatives
- Full Scope 3 emissions assessment
- Switching XMA owned vehicles to hybrid/ electric vehicles

## 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 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).

### Signed on behalf of the Supplier:

**Darren Howe**

**Operations & ESG Director**

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

<sup>2</sup><https://ghgprotocol.org/standards/scope-3-standard>

<sup>3</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

