



Carbon Reduction Plan

Xiel Limited

Date: 13th August 2026

This Plan updates the Carbon Reduction Plan signed on 1st May 2025, incorporating emissions data for the current reporting year (1 April 2025 – 31 March 2026).

Commitment to achieving Net Zero

Xiel Ltd is committed to achieving Net Zero emissions by 2050.

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: 1st April 2024 to 31st March 2025

Xiel have calculated their Baseline Year based on the financial year 2024-2025.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	18.74
Scope 2	6.717
Scope 3	2975.05
Total Emissions	3000.51

Current Emissions Reporting

Reporting Year: Xiel Limited's current reporting year is the financial year 2025-2026 (1 April 2025 – 31 March 2026).

Current year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1 – Direct emissions	15.092
Scope 2 – Indirect emissions	3.475
Scope 3 – Value chain emissions	3589.87
Total Emissions	3608.44

Emissions breakdown by activity:

ACTIVITY	TOTAL (tCO ₂ e)
Scope 1: Heating of Buildings	8.17
Scope 1: Fuel Use – Vehicles	5.93
Scope 1: Fugitive Gases	0.99
Scope 2: Purchased Electricity (Location-Based)	3.48
Scope 3.1: Purchased Goods and Services	3533.34
Scope 3.2: Capital Goods	11.76
Scope 3.3: Fuel- and Energy-Related Activities	4.53
Scope 3.5: Waste Generated in Operations	0.67
Scope 3.6: Business Travel	20.08
Scope 3.7: Employee Commuting & Homeworking	19.50

Emission intensity:

METRIC	VALUE
Emissions per £ revenue	0.22 kg CO ₂ e
Emissions per employee	124.43 tonnes CO ₂ e
Emissions per m ²	8.37 tonnes CO ₂ e

Source: Small Business Carbon Calculator v2.0 report, generated 6 August 2026 (Equipoise / SME Climate Hub).

Progress Against Baseline and Target

	tCO ₂ e
Baseline (2024–2025)	3000.51
Current reporting year (2025–2026)	3608.44

5-year target (by 2029–2030)	2880.00
Change vs baseline	+607.93 (+20.3%)
Gap to target	+728.44 (+25.3% above target)

Scope 1 emissions have fallen by 19.5% against baseline (18.74 → 15.092 tCO₂e), and Scope 2 emissions have fallen by 48.3% against baseline (6.717 → 3.475 tCO₂e). However, total emissions have risen by 20.3% against baseline, driven almost entirely by Scope 3.

Scope 3 emissions have increased by 20.7% against baseline (2975.05 - 3589.87 tCO₂e).

During period Apr2025- Mar2026 company turnover has risen by approximately 16 % and staff headcount by 23 %. The SME calculator now provides three new metrics: Emissions per £ revenue, Emissions per employee, Emissions per m² which will give Xiel a better way to monitor it's progress, while continuing on a journey of substantial growth.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have set a target to reduce our carbon emissions over the next five years to 2880 tCO₂e. This is a reduction of 4%.

We will monitor our progress on an annual basis and update our carbon reduction plan as necessary over time. Based on the 2025-2026 reporting year figures, Xiel is currently off track against this target and will prioritise action on supply-chain (Scope 3.1) emissions, alongside continuing the operational measures below, ahead of the next annual review.

Carbon Reduction Projects

Xiel Limited have begun the process of obtaining ISO 14001: 2015 certification in order to assist us in our journey to carbon reduction. Establishing our Environmental Aspects as part of our certification journey will enable us to identify areas in which we can achieve long term carbon reduction throughout the business.

While we work towards ISO 14001: 2015 certification Xiel have identified the following areas in which we will take immediate action;

- Consolidating orders to optimise our shipment of goods to reduce our carbon emissions
- Holding internal/external meetings via videoconferencing as far as is reasonably practicable
- Allowing remote attendance at our user groups
- Reducing paper documentation associated with our activities
- For example, we aim to bring only one brochure with a QR code to conferences we attend. We opt to receive electronic invoices whenever given the choice.
- Saving energy at our workplace
- We have put our thermostats on timers. We are switching to LED bulbs and more energy-efficient equipment. We turn off and unplug devices when they are not being used.
- Managing our waste
- We sort, separate, reuse, repurpose or recycle our waste as much as is reasonably practicable to prevent it being taken to landfill sites where it takes longer to break down and causes more carbon emissions.
- Xiel Limited has a Certificate of WEEE Compliance for the UK and has an account with the Environmental Protection Agency in Ireland, reporting annually on WEEE waste.
- Ensuring accountability for climate tasks within our company
- We are setting climate as a standing agenda item at our SMT meetings. We are determining a) team roles, b) leadership responsibility and c) individual ownership over climate tasks. We are setting and will track

climate KPIs. We are incorporating climate metrics into employee performance evaluations and remuneration processes.

- Training our staff in energy efficiency and carbon reduction practices in the workplace
- Furthermore, we instruct our staff travelling on business to take public transport whenever reasonably practicable.

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 Managing Director.



Jack Knight, Managing Director

Xiel Ltd

Date: 13/08/2026