

# Power for Good

## REPORT FY22

Our sustainability report provides an overview of our environmental, social and governance strategy and activity, and highlights the achievements of our company and our people for the financial year 2022.



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## An introduction from our Chair

Sustainable and responsible business practices are at the heart of all that we do. They are the guiding principles in how we develop our projects, in how we construct, manage and optimise our customer assets. They define how we run our business, and in determining the impact we make on our environment and in the communities where we live and work.

We believe in business as a force for good, and in generating value from solutions, not problems for people and planet. We believe value creation and enhanced business performance can follow from meeting the critical social and environmental needs the world so desperately requires today. And this has been the basis of our own success, since our inception over 40 years ago at the outset of the renewables industry to one of the largest, independent, pure play renewable energy solutions providers in the world today.

In 2022, our global portfolio sat at 23 gigawatts of renewable energy assets and a further 10 gigawatts of operational assets under management. That is equal to saving 21 million tonnes in carbon dioxide emissions annually. And we have more to deliver this year.

As a team, we are driven by our vision of a future where everyone has access to affordable zero carbon energy. It is what drives our people to continue to innovate, to seek to transform the way energy is generated, stored, shared, and used. It fuels our desire to improve quality of life and secure a better future for us all.

I am pleased to share this report on our environmental, social and governance (ESG) activity, and our sustainability strategy.

We have had a few significant updates this year, submitting our first Science Based Targets for carbon reduction to the Science Based Targets initiative (SBTi), joining the United Nations Global Compact (UNGC) supporting the ten principles, and significantly evolving the impact of our Diversity and Inclusion networks.

I remain immensely proud of our diverse and talented teams. From their commitment to creating a culture of zero harm, to the quality of the projects they deliver and in the part they play in making economic, social, and environmental change possible. I hope you enjoy reading more on some of their achievements from last year.

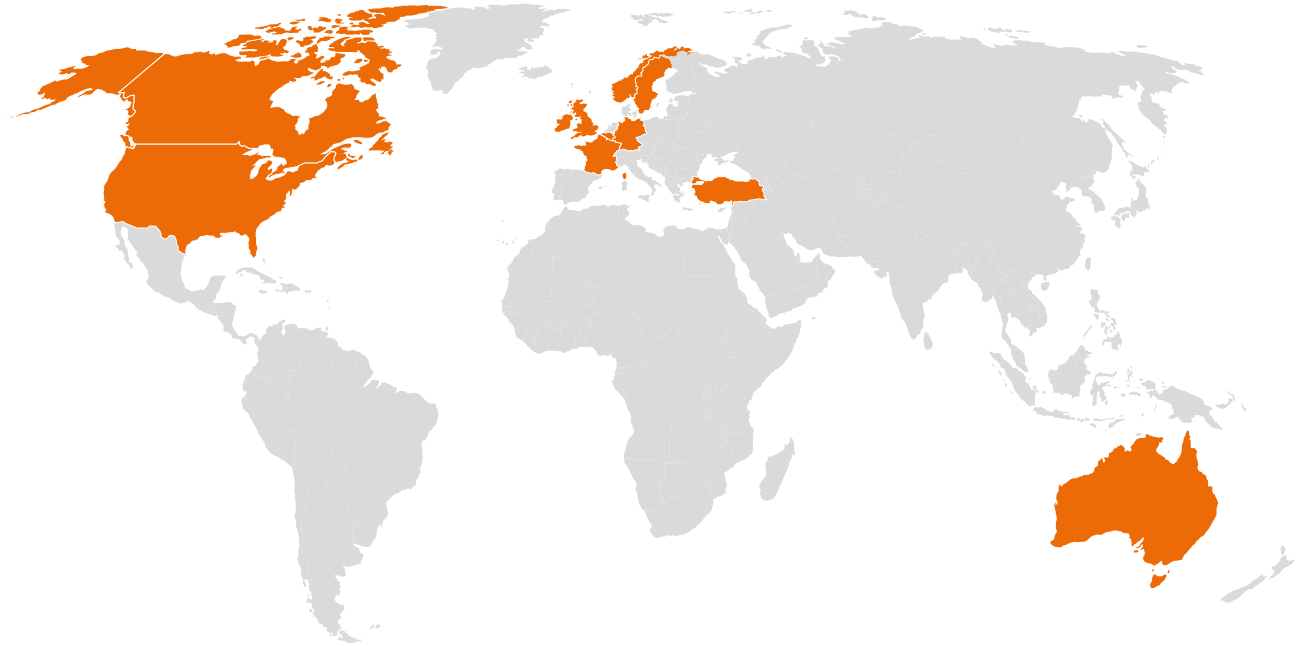


**Gavin McAlpine**, Chair

# Overview

**We are one of the world's largest independent renewable energy companies, active in 11 countries.**

We work across onshore and offshore wind, solar, energy storage, transmission and distribution and green hydrogen. At the forefront of the industry for over 40 years, RES has delivered more than 23 gigawatts of renewable energy projects across the globe and supports an operational asset portfolio exceeding 10 gigawatts worldwide for a large client base.



## ACTIVITIES



DEVELOPMENT



CONSTRUCTION



SUPPORT SERVICES



DIGITAL SOLUTIONS

## TECHNOLOGIES



WIND



SOLAR



STORAGE

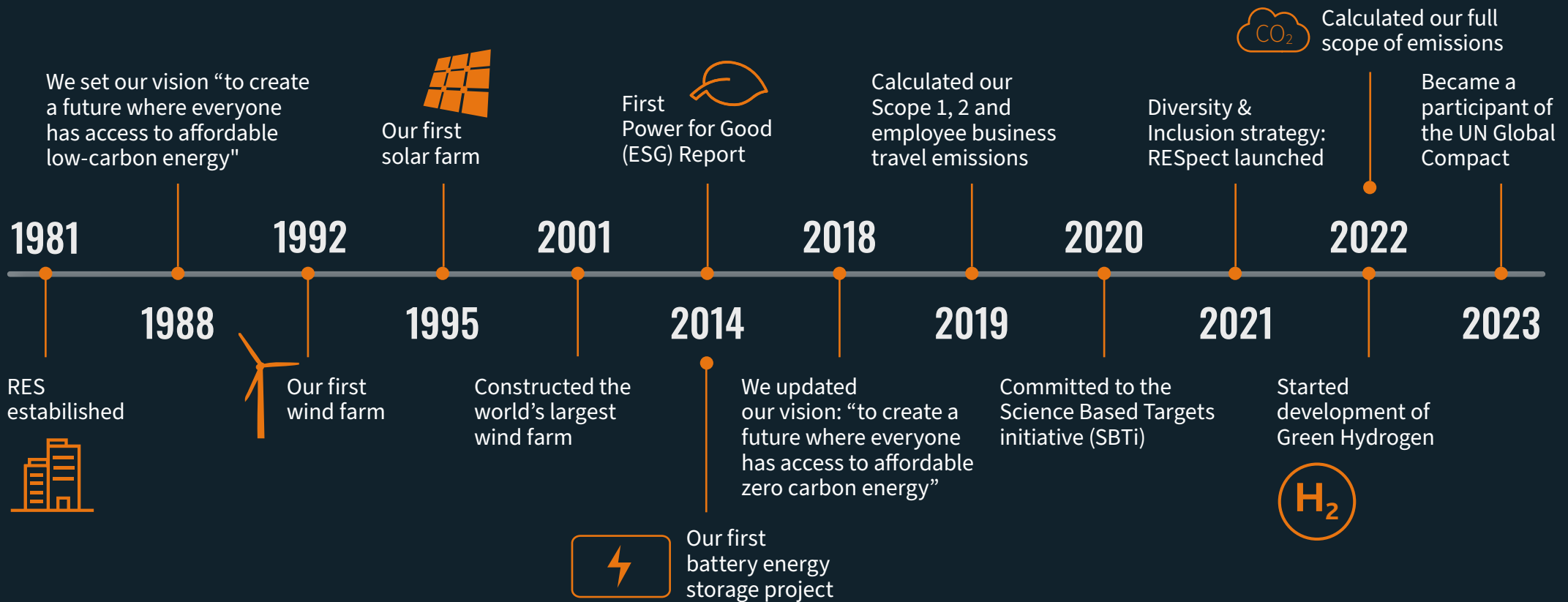


TRANSMISSION & DISTRIBUTION



GREEN HYDROGEN

# Celebrating over 40 years in renewables



# Our vision is to create a future where everyone has access to affordable zero carbon energy

Our vision is at the heart of all that we do and the guiding principle behind our sustainability principles, whether these be in the work we do, and how we operate our business.

Our **23GW** project portfolio is enough to power the city of **Paris** for a year



Avoiding over **21m tonnes of CO<sub>2</sub>** annually\*, equivalent to the amount absorbed by **957m trees**



...which would make a forest equivalent to the size of

**Cyprus**



We strive to be a power for good. Our values define our culture and enable our vision, they drive performance and create a motivating environment for our people.



Our values



We have a passion for what we do, to create a future where everyone has access to renewable energy. In the markets where we operate, our passion helps us create commitment and resilience.



We work closely with our suppliers, with our customers and with our colleagues regionally and globally to share knowledge and skills. By collaborating we unleash new opportunities, new ideas and improve results.



We are accountable for what we do. We are motivated and empowered to deliver what we are responsible for. With accountability and trust, decisions are made faster, leading to more agility in our markets.



Excellence is defined by our customers. We strive for excellence by talking to our customers. Understanding what they need and surpassing their expectations.

# Our sustainability principles

Built on the foundations of our values, our sustainability agenda powers positive change by ensuring all areas of our business make a positive contribution to society, industry and the environment.

## Environment

Managing our activities to maximise the environmental benefits of our projects and our business while operating in compliance with, or exceeding, environmental regulations.

## Social

Providing a safe and healthy work environment, which is diverse and inclusive, encourages employee development and creates opportunities to positively contribute to society.

## Business

Positioning the company for sustainable growth by combining long-term strategic thinking with focused short-term action, to create value for all our stakeholders.





# UN Sustainable Development Goals

We are committed to the UN Sustainable Development Goals (SDGs) as we recognise their importance and ambition to create a peaceful and prosperous society, now and into the future. As RES grows and develops, we continually monitor which SDGs align to our business activities.



This goal is at the heart of our business activity. It aligns with our vision, and is the most significant goal we can positively influence.

We support all 17 Goals, however the goals that strongly align with our business activities and where we can make a measurable contribution towards achieving are:





# UN Global Compact

As participants of the United Nations Global Compact, we are committed to support the implementation of the Ten Principles.



## Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.



## Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.



## Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.



## Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## Environment

Manage our activities to maximise the environmental benefits of our projects and our business while operating in compliance with, or exceeding, environmental regulations.



## Our climate action

As a renewable energy company, we are deeply aware of the climate crisis and the urgency of reducing global emissions to reach net zero by 2050. Recognising that all the pathways to net zero require a significant increase in the deployment of renewable energy, we are proud to be a leading independent renewable energy company, providing the solutions needed to make this transition possible.

In the last year our development and construction activities have avoided over 21 million tonnes of carbon dioxide emissions.

### Our net zero journey

While we strive as a business to deploy renewable energy to aid a global transition to net zero, we are aware that addressing and reducing our own scope 1, 2 and 3 emissions is an essential step in keeping within a 1.5°C world. We have committed to a net zero pathway with the Science Based Targets initiative (SBTi) in 2020, with a phased programme of carbon emission reduction.

This initiative champions the adoption of ‘science-based’ greenhouse gas emission reduction targets which aim to meet the goals of the Paris Agreement, limiting global warming to well below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. By acting now to set ambitious emissions reduction targets, we will be better placed to manage risk and build resilience.

SBTi is perceived as the gold standard for emission reduction targets, and they implement stringent measures to ensure that set targets are being addressed. Through our commitment we will be challenged to continue to drive emission reductions and environmental improvements across all our operations.

We submitted our near-term and long-term emissions reduction targets to SBTi in March 2023.



Egmere Solar Farm, UK

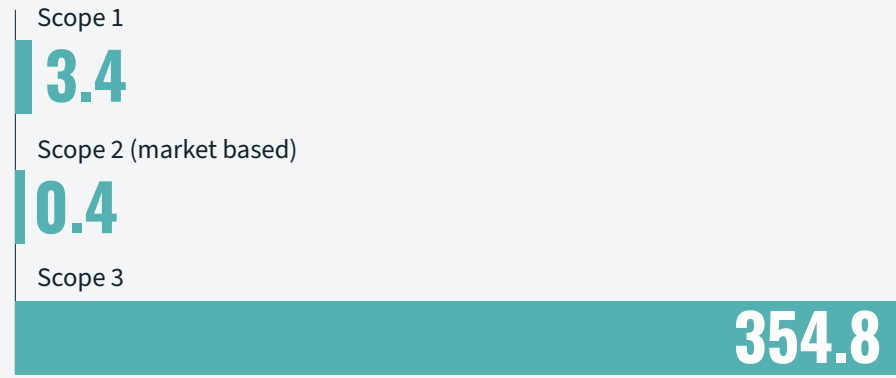
## Our Greenhouse Gas Emissions

Our objective for 2022 was focused on measuring our full scope emissions to set our baseline year for SBTi targets.

We developed our emissions calculation methodology, evolving our approach and processes to capture more emissions data in our upstream and downstream business activities, building on the data we were collecting within the operational business. We have calculated our direct emissions (scope 1), indirect emissions associated with electricity (scope 2) and our full scope indirect value chain emissions (scope 3), according to the Greenhouse Gas Protocol.

The calculation of our complete scope 1, 2 and 3 emissions, provides a vital picture for us to first, understand our emissions and secondly, begin our reduction pathway.

### FY2022 GHG Emissions (in thousand tonnes of CO<sub>2</sub>e)



## Building our net zero roadmap

Our emission reduction roadmap encompasses all areas of our business, and it strives to inspire innovation and collaboration to reach our goal.

We are focused on identifying opportunities to decarbonise our value chain, through:



Reviewing our procurement processes, undertaking supplier engagement plans, and creating scope 3 decarbonisation strategies.



Exploring opportunities to improve sustainability across all our managed facilities.



Running waste workshops across departments to understand how we can better identify and manage waste.



Promoting sustainable travel decision making and opportunities for both business travel and commuting.

## Supporting mitigation beyond our value chain

While we work towards our value chain decarbonisation, we will also continue to invest in mitigation activities that lie beyond our value chain, especially those that generate additional co-benefits for people and nature. In doing so, we believe we can optimise our efforts in:

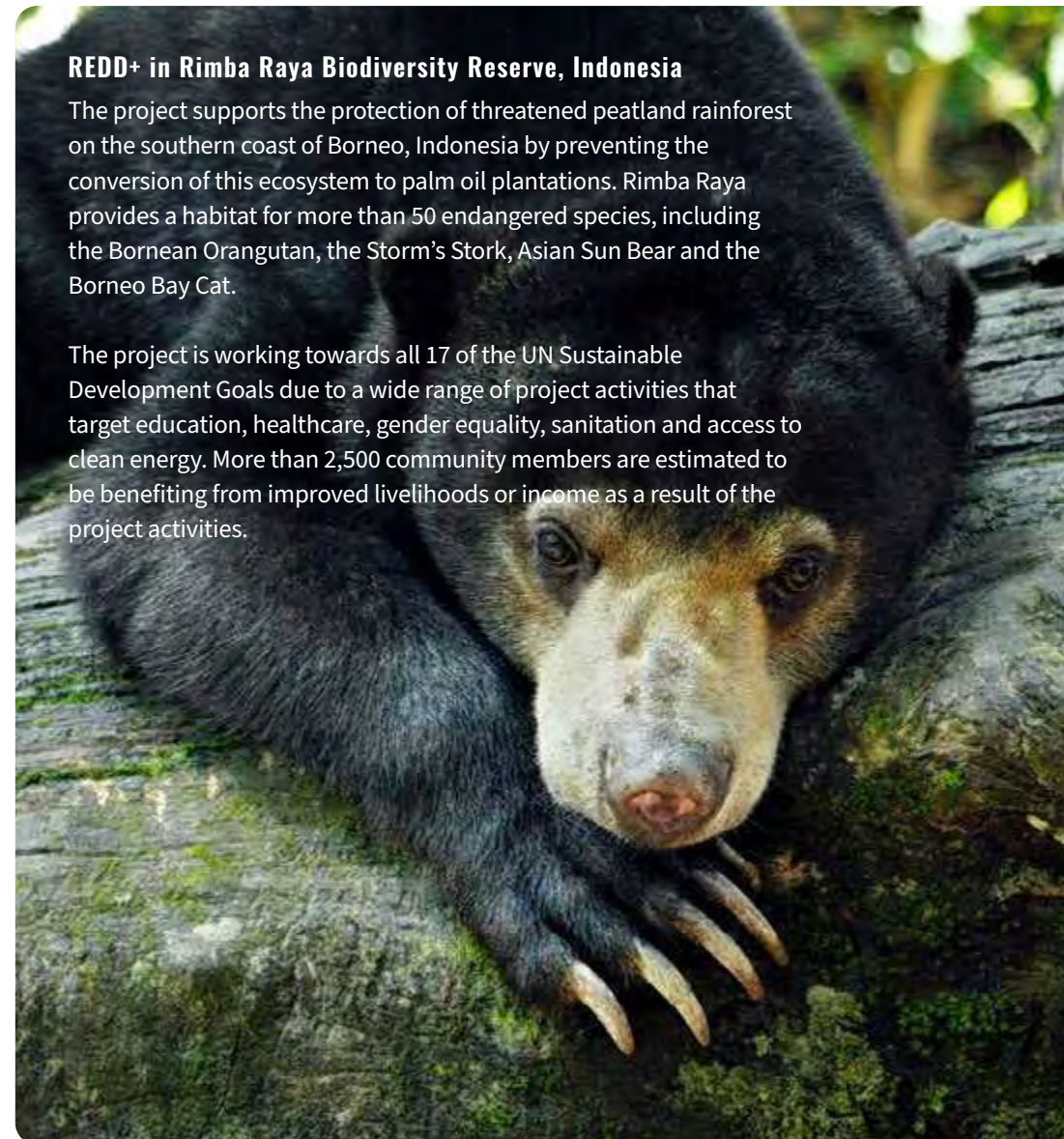
1. addressing the ecological crises;
2. accelerating the transition to net zero emissions; and,
3. supporting our ability to keep 1.5°C within reach.

We work diligently to select accredited schemes to ensure that our voluntary efforts avoid, reduce, or remove greenhouse gases from the atmosphere. We have supported two certified afforestation and forest conservation projects with Reforestum to the amount of our global direct emissions and our indirect emissions associated with our electricity consumption and employee business travel.



### Afforestation in UK

We extended our contribution to a forest on the Cragg Estate, which aims to enhance the ecology and biodiversity of the area by planting native tree species including Alder, Birch, Rowan and Oak. The project is designed to improve the habitat of field birds, red squirrels and wild flowers. The riparian planting along River Rede aims to improve the habitat of migratory fish.



### REDD+ in Rimba Raya Biodiversity Reserve, Indonesia

The project supports the protection of threatened peatland rainforest on the southern coast of Borneo, Indonesia by preventing the conversion of this ecosystem to palm oil plantations. Rimba Raya provides a habitat for more than 50 endangered species, including the Bornean Orangutan, the Storm's Stork, Asian Sun Bear and the Borneo Bay Cat.

The project is working towards all 17 of the UN Sustainable Development Goals due to a wide range of project activities that target education, healthcare, gender equality, sanitation and access to clean energy. More than 2,500 community members are estimated to be benefiting from improved livelihoods or income as a result of the project activities.

## Our climate action



### Sustainable approach to our facilities

We take a sustainable approach to our office spaces and are committed to source renewable energy at our managed sites globally. As we continue to grow our business, we are investing in our physical environments, creating more sustainable work facilities for our people, designed and operated with a renewables ethos, and with access to public transport.

### Beaufort Court biodiversity enhancements

Our Global Head Office, Beaufort Court, incorporates many examples of renewable energy generation, sustainable design techniques and energy efficiency. This year, work was undertaken to better utilise the land surrounding our building.

A new woodland has been planned to support the local biodiversity and make it an even more attractive place to work.

We undertook a biodiversity assessment to ensure environmental considerations were made and to identify key areas for protection or the potential opportunities for enhancement. We will be implementing our plans over the coming year. As part of the enhancement, we will be planting a tree for every person working at RES and the two hectares of land will enable us to plant 4,000 trees in total.

## Moving our Americas headquarters

This year we moved our Americas headquarters from Broomfield to Downtown Denver in Colorado.

We selected the central, urban location with the aim of increasing accessibility, allowing a greater use of sustainable commuting using public transport to access our new office.

During our move we aimed to ensure that our excess office supplies and furniture went to a good home and prevent useful items going to landfill. We reached out to teachers from Denver schools, who were able to use monitors, TV's, office supplies, chairs, or microwaves - all things they either didn't have, or could provide an upgrade on existing decades old equipment.



## Moving to the Cloud

In 2022, we started a programme of work to move most European based computing services to the cloud. Cloud services run with a power usage efficiency that drives an approximate 33% reduction in power consumed compared with on-premises infrastructure. We collaborated with a supplier that has committed to be carbon negative by 2030 and to use 100% renewable energy by 2025. These commitments will further aid our ability to make emissions reductions. In 2022, over 150 servers and services were assessed to determine whether they could be consolidated or decommissioned, and the majority were migrated to the cloud.



**“The central location is easily accessible by public transportation and surrounded with amenities for our people, customers and visitors. Both the location and the human-centric design align with RES’ strong commitment to sustainability and diversity, equity and inclusion.”**

John Rohde, CEO, Americas



## Our climate action

## Supporting sustainable travel

We are committed to providing low carbon transport options to our people in both their commuting and business travel.

Across several of our locations we provide electric car charging points, which run on 100% green electricity. In the UK we began a partnership with Octopus EV to create a salary sacrifice car scheme to help our people transition to electric cars. We also offer cycle to work schemes to support low carbon commuting.

In the US, one of the reasons we moved to Downtown Denver was to take advantage of the sustainability public transportation offers. To encourage bus or train travel and reduce commuting costs, we offer an employer-sponsored pass that provides public transport benefits and discounts.

This year, as part of our baseline year emissions calculations, we undertook a global survey to understand the distances and commuting modes of our people. The results showed that our employees are considering sustainable travel alternatives where possible.

## Commuting modes of our people

Alternative travel methods to solo driving

48%

Hybrid or electric cars

19%

Cycling

10%



## Travel challenge

During September we held our travel challenge, where we sought to educate people on the emissions associated with driving and what savings there could be by using alternative forms of transport. We encouraged and provided the opportunity for people to use sustainable travel alternatives for their daily commutes during the month.

Our French team walked and cycled over 190km in September, with many choosing to cycle to their offices throughout the month. In Australia, the team challenged each other to complete 10,000 steps a day and raise money for cerebral palsy as part of 'September – move together for cerebral palsy'. We recorded 5.5 million steps across the month, amounting to over 5,000km walked! As part of the challenge, we raised \$2,767 for the Cerebral Palsy Alliance who help customers and their families to achieve mobility, communication, independence, and community inclusion.

## Local environments

We are passionate about the environment and wildlife protection. Through our projects, and on behalf of our customers, we promote biodiversity and protect and enhance habitats for a range of species.

During development we undertake Environmental Impact Assessments and create plans to minimise the impact of projects on the environment throughout the project lifecycle. We are compliant with ISO 14001 for environmental management across parts of the organisation.

### Case Study:

#### Protecting the Swift Parrots in Australia

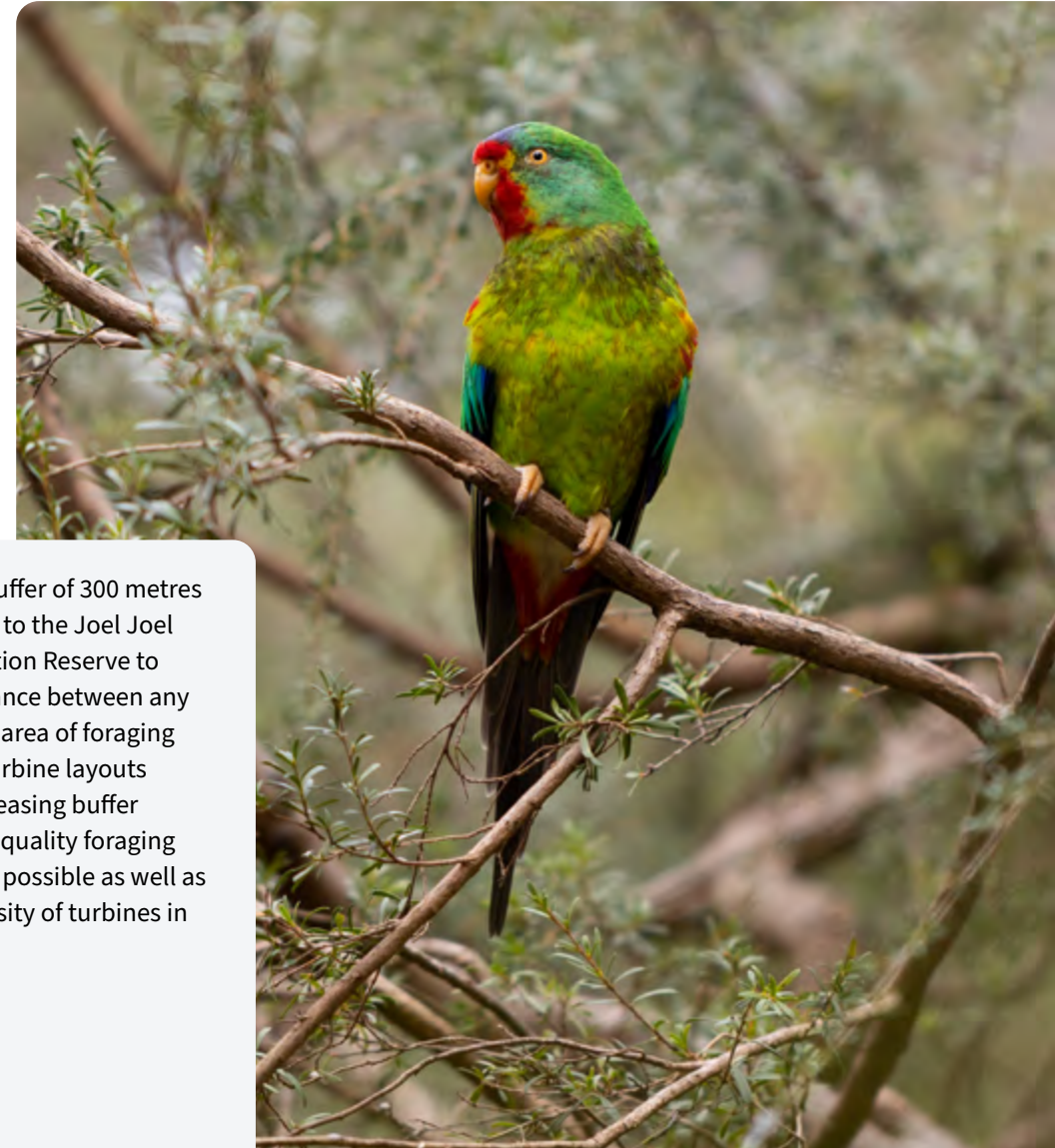
Watta Wella Renewable Energy Project is currently under development in Victoria, Australia and consists of a 376MW wind farm, 85MWdc solar farm and 1200MWh battery energy storage system.

The development work has involved survey and habitat assessments to understand the presence and location

of the critically endangered Swift Parrot and its foraging habitat, plus map the extent of native vegetation more broadly. The project has undergone multiple design refinements to avoid and minimise effects on the native vegetation and increase the buffer distance to areas of high quality Swift Parrot foraging habitat.

As a result, impacts to native vegetation have been significantly reduced, while 28 large trees in patches and 46 scattered trees have been preserved.

Furthermore, a buffer of 300 metres has been applied to the Joel Joel Nature Conservation Reserve to increase the distance between any turbines and this area of foraging habitat. Future turbine layouts will focus on increasing buffer distances to high quality foraging habitat wherever possible as well as reducing the density of turbines in these areas.



**Case Study:****Solar site ecological enhancement**

Besides providing many services to maximise the availability and optimise the assets, our operation and maintenance (O&M) teams also manage and enhance the ecology on sites.

We have evolved our land management approach to introduce the concept of 'eco-cuts'. To keep the fauna and flora on solar projects as natural as possible and to maintain it as a wildlife haven, grass is only cut where necessary. Where possible, hedges are cut on a rotational basis, so berries are available throughout the winter for birds.

Eco-cuts have now become our standard approach in most site maintenance plans. The eco-cut approach will prevent shading of solar panels and preserve areas of wildflowers away from site infrastructure.



Bystock Solar Farm, in Devon, is one of the sites where the positive ecological results of eco-cuts have been observed. For the ecological enhancement works, our teams have collaborated

with local contractors, aiming to benefit the local community and minimise the travel emissions associated with the site.

“It is a great site for wildlife and the ecologist who completed the survey was impressed. It is surrounded by mature trees and has a diverse sward with lots of wildflowers across the site which has been maintained. Butterflies are everywhere including between the rows. The areas left after the eco-cut were teeming with invertebrates, really showing the benefits of this.”

**Hertha Wood,**

Land Management Coordinator  
- Solar and Storage O&M, UK&I



**Case Study:****Habitat creation at energy storage site**

The 100MW Spennymoor Energy Storage System near Ferryhill in County Durham was consented in October 2022. As part of the proposal, a biodiversity management and monitoring plan sets out how the project, once operational, will deliver a net gain for biodiversity of 25% for habitat units and over 70% for hedgerow units.

Habitat creation planned as part of the project includes:

- Species-rich grassland
- Heathland and mixed shrub
- Pond
- Bat and bird boxes
- Hedgehog house
- Hibernaculum
- Invertebrate hotel

These habitats individually offer shelter and a food source for supporting a variety of wildlife.



Birch Solar Farm, UK

The mosaic of new habitats, combined with the existing hedgerows and ditches, will support the local wildlife and have excellent potential to increase the biodiversity of the site.

The grassland, trees and invertebrate hotels will also contribute towards the National Pollinator Strategy, offering new habitats that will support important pollinator species such as bees and flies.

These habitats will be in place and managed for the duration of the energy storage project.

**Case Study:****Protecting the Great Noctules in France**

The Great Noctule is a protected bat species in France, as are all chiropterans. At the Bajouve Wind Farm we manage, which is a 12MW wind farm located in the centre of France, our asset management team works diligently to conserve this heritage bat species in the area.

Following a thorough scientific study, a set of systems to regulate the wind turbines in relation to the behaviour of the Great Noctule around the site has been put in place to reduce the risk of mortality.

In 2022, we conducted additional monitoring to demonstrate the effectiveness of the actions implemented. This new monitoring was concentrated on the period of high activity of the Great Noctule - from mid-July to mid-September by recording bat activity from the nacelles using BATmode.

BATmode is an acoustic technology that allows the recording of bat calls to assess the level of bat activity at the wind farm site. This type of study contributes to the improvement of knowledge on the behaviour of chiropterans and specifically of the Great Noctule on the scale of the site and more globally in France.

# Material management

We aim to collaborate with our supply chain to offer solutions which improve waste management, recyclability and the use of sustainable alternative materials where practical. We explore innovative construction processes to identify opportunities to reuse and reduce the consumption of material. We are exploring options to decarbonise our equipment and have already started conversations on green steel with a wind turbine manufacturer.

## Case Study:

### Making treasure out of waste

Dulacca Wind Farm is a 180MW site located in Central Queensland, Australia. During construction, the site regularly received turbine parts which were shipped with protective coverings of high-quality timber panels, bolts and tin. While standard practice ordinarily sees the packaging and waste materials discarded, the Dulacca Wind Farm's environmental manager organised for the project to donate the materials to a local trade school in a neighbouring town and to the local community for repurposing.

The donation to the Miles High School has provided a regular supply of materials for pupils to build their assessment projects, allowing the school to save money and reallocate their budget into other needed areas within the school. The value of these donations has been calculated by the school to be around \$25,000.

The contractors on site have embraced the exchange with the high school, removing the fixings from the timber prior to donating to ensure it is ready

for the use of students. In thanks, the Miles High School students built a lunch table and bench for the construction workers at Dulacca out of the recycled timber.

This initiative is doubly effective for the project and the environment, keeping unnecessary waste out of landfill and avoiding the associated costs, while engaging the local town and making a tangible, purposeful contribution to the community.



The table made by the students from recycled materials.



Blaxmax pipes were collected to be used as small road crossovers.



Steel frames were collected to build a bird aviary, a steel sub floor and veranda.

## Tackling waste in our supply chain and communities

Understanding and managing waste is a key area for the sustainable growth of our industry. Our waste management processes and procedures are undergoing a review process aligned to the waste hierarchy principles.

We hosted waste workshops to further determine known waste streams and identify knowledge gaps where we needed to undertake additional learnings. During the workshops, we worked with stakeholders across the business to understand waste within our different sectors and technologies, identify its significance and the level of impact and control we could have over it. We aim to further develop these identified areas in the coming year and begin to incorporate waste reductions into our emission reduction pathway.

### Case Study:

## Reducing waste by floated road design

On the RES developed Murley Mountain Wind Farm, which is currently under construction, 50% of the site has peat depths in excess of 2 metres. To alleviate the need to dig up excessive amounts of peat to form the construction site tracks, a ‘floated road’ design was adopted. When peat is excavated, it can release carbon and it also becomes a waste product, except the amount used for reinstatement.

### Vision of a circular economy for plastic

We are a signatory of the New Plastics Economy Global Commitment, led by the Ellen MacArthur Foundation. The Global Commitment is a vision of a circular economy for plastic in which it never becomes waste. As a signatory, we will continue to support work to eliminate unnecessary plastic; innovate so plastic we do need is designed to be safely reused, recycled, or composted; and circulate everything we use to keep it in the economy and out of the environment.

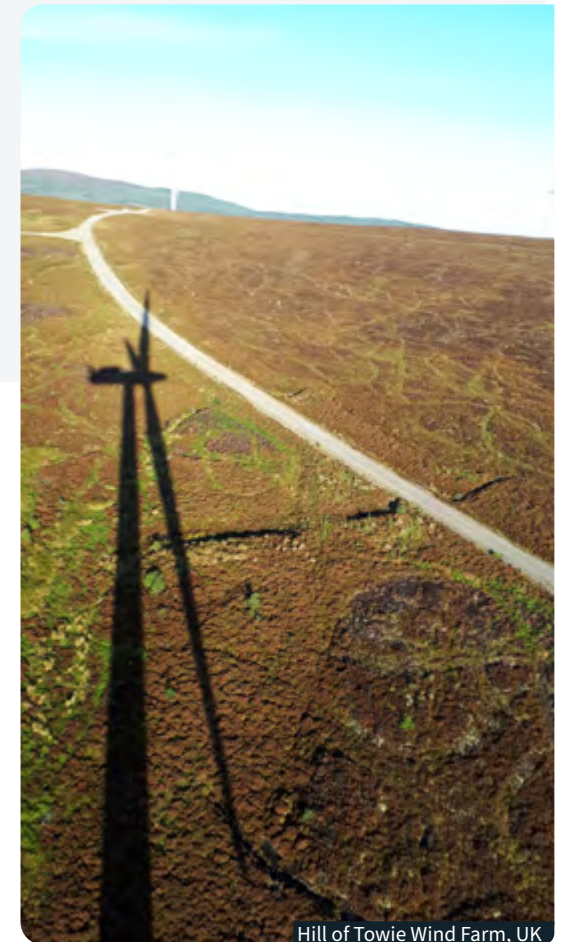
A floating road on peat, in its simplest form is a road, that is constructed directly on top of the peat, relying on the strength of the in-situ peat for its support. The road does not actually “float” on the peat, rather an equilibrium builds up between the weight of the road and the in-situ strength of the peat whereby the combined system comes into balance.

The construction of the site tracks is underway on the project, and it is estimated that over 15,000m<sup>3</sup> of peat can remain in-situ by utilising this design,

saving a significant amount of waste that otherwise would be generated from the construction works, and avoiding the carbon that would be released to the atmosphere.

### Supporting our customers in reducing waste

We work with our customers to reduce waste associated with renewable technology across project lifecycles. Asset life extension and part refurbishment reflect the principles of a circular economy and can offer material upsides to portfolio value. We support many of our customers with end-of-life strategies for their renewable assets, both repowering and life extension, and have seen first-hand the numerous benefits of starting this process early.



Hill of Towie Wind Farm, UK

## Social

Provide a safe and healthy work environment, which is diverse and inclusive, encourages employee development and creates opportunities to positively contribute to society.



# Our people

We are a people-oriented company, we strive to create a safe and healthy work environment, which is equitable, inclusive and diverse and where we can encourage the development of our people so everyone can reach their full potential. We believe that this is the right way to do business.

To better support our people and understand their needs, in addition to periodic manager meetings, we also conduct global surveys to gather feedback and comments.

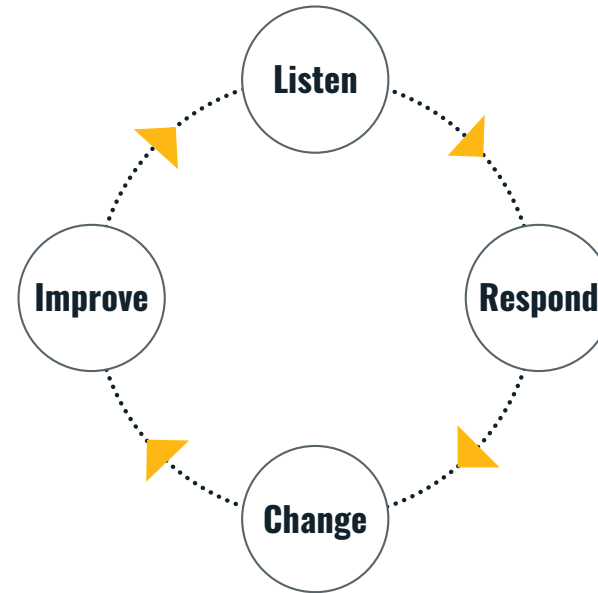
80% of our people participated in the survey globally, providing invaluable insights into their opinions, views and experience of working here at RES.

Our overall Engagement Score, which is a measure of how committed to and enthusiastic employees are about their work and the organisation, was 7% above the benchmark\* and put us in the top 25% of energy and utility companies. We were proud to see how committed and enthusiastic our people feel about RES, our vision, values and culture.

Our scores for the measures of Diversity, Inclusion and Non-Discrimination were also above the benchmark.

It was also particularly pleasing to see the very high score we received in the category of Belief, which demonstrates how strongly our people believe that the work of our organisation has a positive impact. We scored 8% above the benchmark and it also shows the level of care that our people have towards the work that they undertake.

All the survey results have been reviewed by leaders and managers at RES, allowing them to implement improvements to support our people and company to perform better.



**“The culture of care we have here is extraordinarily unique. I believe if we continue to harness this culture of care, regardless of our growth rate, it will continue to keep RES as an organisation where people want to work.”**

**“RES is going above and beyond to ensure that diversity and inclusion are a top priority in our environment and culture.”**

Survey quotes

\*Benchmark data includes over 60 organisations within the ‘energy and utilities’ industry and is weighted on organisational size and location.



## Health & safety

**Safety is of the utmost importance. We strive to ensure that everyone that works for us, and alongside us, goes home safe every day. Our ambition is to continue to lead the market in delivering best in class health and safety performance, as we simultaneously look to the future in developing a zero-harm culture.**



Tormywheel Wind Farm, UK

### Safety governance

Safety leadership and processes are overseen at the highest level by our Group Executive and are supported by the Global Safety Leadership Team (SLT). For all our business units, we have dedicated safety leadership teams who further champion our approach to safety.

We embed a safety mindset with all our employees, encouraging a safety culture. Our safety communication centres on our “Don’t Risk It” campaign. Our executive teams are required to have at least one safety objective within their personal development and performance reviews which ensures accountability at the highest level. We are involved with professional safety organisations such as 'SafetyOn' in the UK, where we participate in the Leadership Board and on the Technical Advisory Group.

The annual health and safety review is also a key element of our risk control system. It provides an opportunity for us all to challenge ourselves regarding the effectiveness of our systems. In parallel, we operate an assurance regime, which encompasses both internal and external audits/reviews so that we can be confident we are delivering both our statutory and moral responsibilities. We have ISO systems in place across parts of the organisation such as 9001 for quality, ISO 45001 for safety management, 55001 for asset management and 14001 for environmental management.

We are continually examining consistent and considered ways of working to ensure we deliver quality products, meet and exceed customer requirements and create efficient and effective processes, by moving towards an operational excellence approach. We are looking to further this work across our different activities and technologies and aim to work with our people to provide a vehicle for mapping successful and effective management systems to provide greater governance.

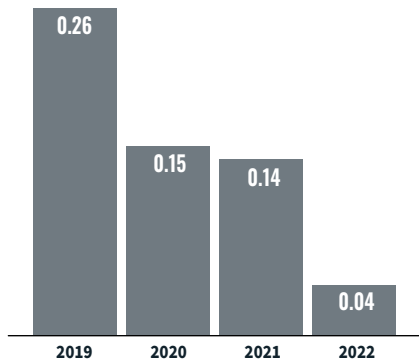
**Health & safety**

**Our performance**

We continually measure our safety performance to assess how we are performing internally and externally. We strongly advocate the reporting of ‘good catches’ and ‘near misses’ to help us identify issues to prevent incidents and accident. We focus reviews on root-cause analysis with the aim of reducing the number and severity of incidents that occur.

**Lost Time Accident Rate**

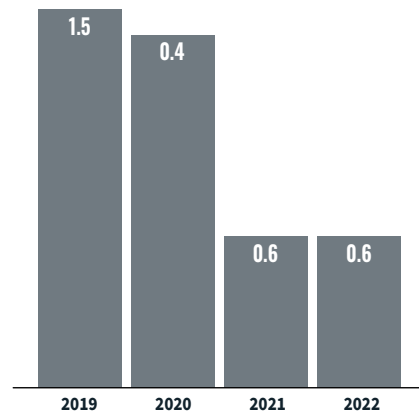
In 2022 our Lost Time Accident Frequency Rate (LTAFR) (number of lost time accidents per 100,000 hours) globally was 0.04.\* This has continued to decreased year on year from 2019 onwards.



\* This includes all accidents that have resulted in the injured person not being able to return to work for more than one day.

**Total Recordable Incident Rate**

For our US division, Total Recordable Incident Rate (TRIR) is used as a benchmark. In 2022, the rate was 0.6\*\* per 200,000 hours worked. This compares well with industry standards in the US.



\*\* As recorded in the Occupational Safety and Health Administration logs for work-related injuries and illnesses.



“We work across all the different renewable energy technologies – wind, solar, battery storage and green hydrogen – they are all experiencing significant technological change, and each have unique health and safety challenges. It is a priority for us to be proactive in championing safety in each of these technologies.”

**Michael Sinclair-Williams**, Global HSQE Director

## Health &amp; safety

## Safety Focus Event

In May, our people from across our business stepped back from their normal working day and dedicated a day to focus on safety. Our event was designed to enable people to identify their own appetite for risk, recognise hazards, understand the consequences of their behaviour and to stop, and think, before putting themselves and others at risk.

In the **UK&I and Nordics** we organised site visits for our office-based employees to regional wind farms. As part of the day we invited an external speaker to talk to our UK team about his incredibly moving and powerful story of falling from height and the impact the accident had.

For the **Americas**, over 1200 people in offices and across sites stopped work to focus on our safety principles and learning about the drivers of human error and risk taking.

In **Türkiye**, AKUT Search and Rescue Association came in to speak to our people about how to prepare in case of an earthquake.



In **Germany** the team focused on the psychological reasons behind risk-taking, and we invited a psychologist to speak on the topic of stress and risk behaviour.

The **French** team undertook their safety event across three different venues with an external speaker leading a discussion on how to spot risks and prevent them.


In **Australia**, our team took part in face to face facilitated workshops with two external speakers addressing safety, wellbeing, and resilience.




As part of the event, we launched our 'Don't Risk It Tips' and introduced our 'Safety Moments', which are open ended questions that take place at the start of meetings, to further sustain a behaviour change to consider risk and hazards every day.



TIPS

 **STOP** to look for hazards and **THINK** about the consequences

 **PLAN** your work and **FOLLOW** the approved system of work

 **LOOK AFTER** your co-workers

 **ACT ON** any concerns

 If in doubt, **ASK**

**Don't Risk It Tips**

We created five Don't Risk It tips which everyone should follow to make sure that everyone goes home safe every day free from harm.

**Safety moments and walks**

We developed 20 questions designed to encourage open discussion about safety to use during a safety walk. Our safety walks around work sites by managers help to engage our people in the field to explore opportunities of enhanced health and safety. People are also given a position to raise their views outside of normal reporting channels. These conversations are vital for the development of safety procedures and provide a platform to discuss potential risks.

**Local Safety Events**

**Nordics**

Following feedback from our team in the Nordics we created a block of basic safety training focused on firefighting, first aid and safe winter driving.

**“We see our training as way in which we can provide an additional useful skillset for all our people – the training may just help them save their own or their loved ones’ life and will help to get them home safe every day”**

**Kristofer Råvik,**  
Head of HSQE and Office Support, Nordics

**“Taking time to host quarterly safety focus events reinforces our safety commitment and provides our teams with the knowledge and understanding to do their jobs safely”**

**John Rohde,**  
CEO, Americas

**Americas**

Following our Global Safety Event, we now host quarterly safety events in America to create a forum for open discussion on key industry safety risks throughout the year.

## Health & wellbeing

We support a culture of health and safety that addresses any risk that interferes with our people going home safe every day. This includes risks presented by depression, anxiety, and other mental health conditions. We continue to raise mental health and wellbeing awareness through various internal campaigns.

Our global Employee Assistance Programme is available for all our people wherever they are located and whenever they need to talk. The programme provides a confidential helpline, staffed by trained professionals, to support any feelings or challenges that are being faced.

### Mental Health Awareness Campaign

During World Mental Health Day we focused on the positive impact volunteering has on one's mental health. Aside from improving mental health, volunteering helps improve physical health, nurtures new and existing relationships and provides a sense of purpose while teaching valuable skills.

Here are few highlights from the campaign:

*Right:* In Cardiff our people volunteered at the Bute Park, supporting the environmental management activities while spending a day out in the sun.

*Below:* Our people in Türkiye joined Toplum Gönüllüleri Vakfı (TOG) with friends and families to walk the 15km Istanbul Marathon and raise money for shelter, nutritional and social-cultural activities for university students.



*Above:* In Glasgow our people took part in an annual STV Children's Appeal football tournament raising awareness and money for the organisation.

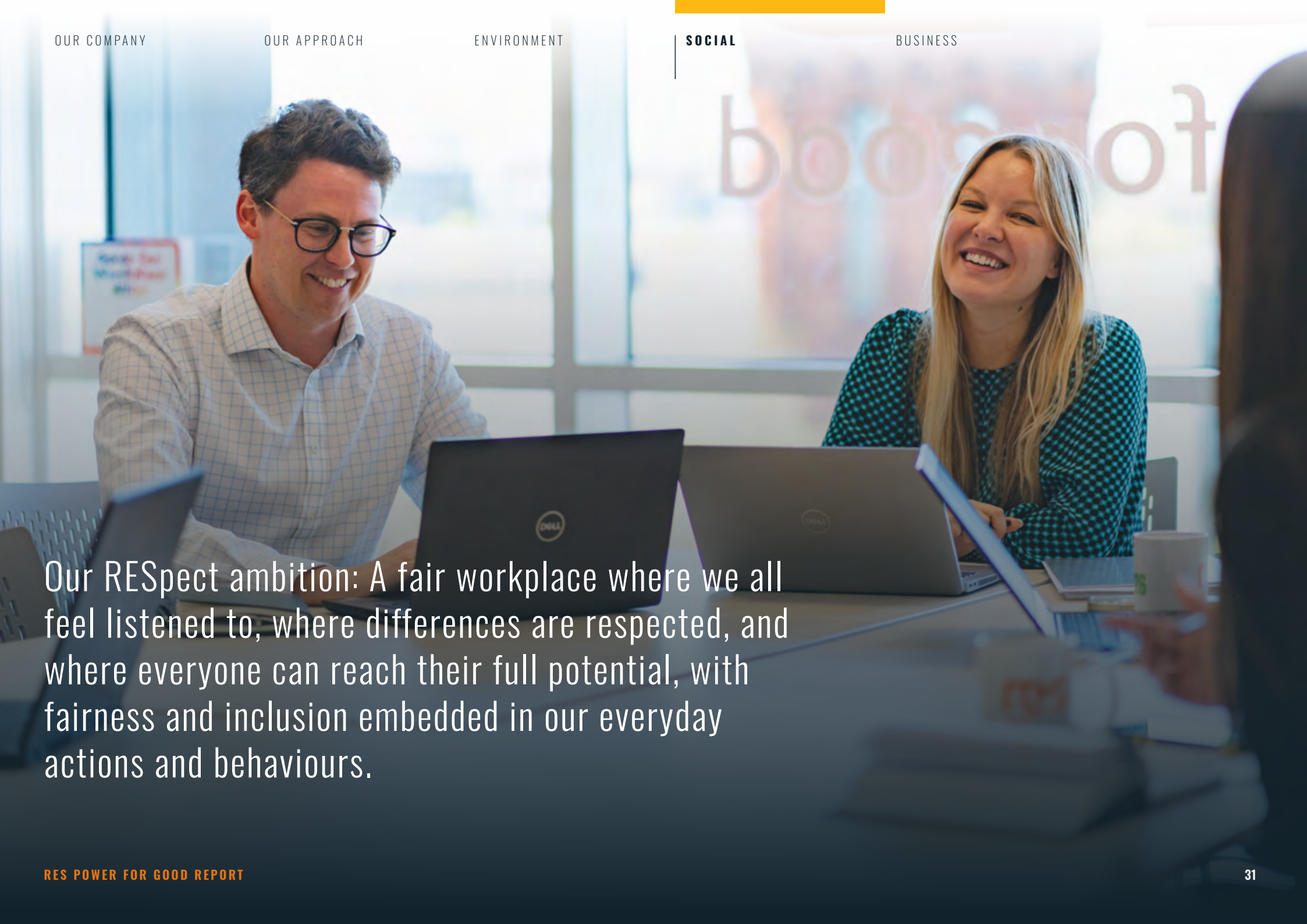
## We reached the moon

In 2021, we started a global health & wellbeing challenge – Reach the Moon. It was organised to encourage us all to include some form of exercise in our daily routines. The Moon is an average of 384,400 km (238,855 miles) away from Earth and our mission was to collectively cover that distance using our own power.

Since 2021, we've seen people walk, run, cycle, swim, kayak, ski, stroll, roller skate, use a treadmill and exercise bike and human-powered flight.

Thank you to all who have been involved and contributed to our total.



A man with glasses and a woman are sitting at a desk in an office, smiling and looking at their laptops. The man is on the left, wearing a light-colored checkered shirt. The woman is on the right, wearing a green patterned top. They are both looking at their Dell laptops. In the background, there is a large window with the word 'books' visible on the glass. The overall atmosphere is bright and positive.

Our RESpect ambition: A fair workplace where we all feel listened to, where differences are respected, and where everyone can reach their full potential, with fairness and inclusion embedded in our everyday actions and behaviours.

## Diversity & Inclusion

A diverse and inclusive culture has significant positive benefits for RES, for individuals and society. Our aim is to create an environment which our people find both rewarding and enjoyable, and where they are cared for, to enable them to contribute freely and perform at their best.

To achieve this, we must embrace equity, diversity and inclusion as core parts of our business and embed them at every level of the organisation and in every decision involving our people.

RESpect is our commitment to provide an inclusive environment. This includes re-designing our talent processes for equitable outcomes, building knowledge and capability throughout the business, diversifying our workforce and the supply chain, and positively impacting our communities.



In 2022, we took a significant step with the creation of a new role: Global Head of Diversity and Inclusion, to help us achieve our RESpect ambition. The role works across all markets to influence, shape and implement our RESpect strategy.

### We are focused on the following action areas:

1. Inclusive leadership
2. Inclusive culture
3. Diversity of workforce and leadership
4. Diversity of supply chain
5. Social impact on our communities

### How will we know we have achieved this:

- Measured experiences of interpersonal and organisational success and wellbeing across all stakeholder populations.
- Measured diversity of our workforce.
- Observing the absence of discrimination via periodic feedback surveys of our people.
- Through our retention and recruitment figures.



**“We welcome a diversity of people into RES with open arms. Our strategy to create an inclusive culture is built on the foundations of our RES values. We are committed to providing a safe and inclusive environment where everyone can reach their full potential and have a strong sense of purpose and belonging.”**

**Amanda White**, Global Head of Diversity and Inclusion



We continuously strive to build knowledge and capability across the organisation to embed D&I in our everyday actions and behaviours.

Some of our achievements in the last 12 months include:

- Improved metrics and broadened our data collection across the talent lifecycle to enable equity design principles for improvement.
- Embarked on a journey of inclusive recruitment across the entire recruitment lifecycle improving how we design roles, how we write our job adverts, how we interview, and how we select.
- Implemented new inclusive policies and enhanced existing policies including a gender affirmation policy, menopause support, gender neutral parental leave, public holiday swap (in some of our regions), pronoun education and domestic family violence support.
- Built knowledge resources and collaboration with inclusive “how to...” guides including tips for creating a more inclusive workplace, inclusive meetings, inclusive job design, intersectionality and bias, and introduced libraries with books containing D&I topics.
- Achieved Family Friendly Workplace certification in one of our regions.



## Affinity Networks

To drive our strategic approach, we initially identified five key dimensions of diversity and launched our global Affinity Networks in January 2020.

These are employee-led groups of people from across RES, united in their passion for making our workplace more inclusive. They do this by building a common understanding of different challenges and barriers that under-represented groups may experience, and work to address these issues to improve inclusivity.

First and foremost, our networks are a community. They are open for all to join and offer a safe space for people to come together and freely share their identities, experiences and the challenges that they may face in the work setting.



Our Affinity Networks empower our people, providing opportunities to speak with decision-makers about issues that matter to them. To help them achieve their aims, each network has an Executive sponsor and the support of a steering group.

We are aware there are many more dimensions of diversity, and we will broaden our focus in the longer term. We currently have five, very active Affinity Networks that work to be a collective voice for advocating change.

**Disability**  
**Gender**  
**Race**  
**RISE (LGBTQ+)**  
**Stages (Age)**



### Award wins

Our Affinity Networks were recognised for their achievement with industry awards, further motivating the teams.

1. Diversity and Inclusion Award - Wind Investment Awards.
2. Cultural Change Award (Gender Network) - Young Professional Green Energy Awards.
3. Young & Inspiring Award (Gender Network) - Scottish Green Energy Awards.
4. Our RiSE Network Executive Sponsor John Rohde and Gender Network Vice Chair Karen Anne Hutton secured places on the HERoes role model lists 2022.

**Diversity & Inclusion**

**Disability**

**Aim:** To create an inclusive, safe, accessible environment for people with disabilities and provide resources, support and a community for those living with disabilities and their loved ones.

This year, the Disability Affinity Network has progressed work to improve physical and technological accessibility of our websites and office locations by implementing a digital tool.

The network organised an awareness training session to mark the International Day of Persons with Disabilities, and a ‘lunch and learn’ session, to provide education into the barriers faced by people with disabilities in the workplace and advice on how we, promote a positive, equitable workplace. They also held panel sessions and published series of personal stories to focus on ADHD and Dyslexia. Creating a safe space for these conversations resulted in the development of our Neurodiversity Recruitment Guide to improve the candidate experience. We are also proud members of Neurodiversity in Business.

We hosted a table at the Best of British Fundraiser Lunch with Para Olympian Lauren Rowles joining the RES table. This event raised £56k for ParalympicsGB.

**Gender**

**Aim:** Gender equity and equal opportunities for all to progress.

The Gender Affinity Network marked International Women’s Day 2022 by promoting stories and perspectives from women across RES, through a series of interviews between colleagues from different backgrounds, stages of career and interests. Each interview focuses on a different topic relating to gender equality. They also launched a gender-based Micro-Behaviour Reporting Tool, where our people can anonymously describe behaviours that they experienced. These real-world experiences of women at RES will be used to help in the development of training and other systems to try to prevent these types of behaviours from occurring.

The network celebrated International Men’s Day by encouraging our people to share stories on what’s important to them, and how RES helps with that. Whereas on International Non-Binary People’s Day, they shared a list of non-binary ally advice and created a Panel Pledge to raise awareness and encourage people to be supportive and respectful.

**Gender Pay Gap Reporting**

At RES, we value a diverse workforce where everyone is rewarded fairly for what they do and the contribution they make to deliver our vision. Analysis of Gender Pay Gap data is important because it allows us to identify trends, measure the impact of the changes we are making and helps us prioritise further focus areas to support our journey to gender equity. We analyse the gender pay and bonus data from each of our regions. Each region faces different challenges, and we are looking at targeted ways to help our regions improve gender pay equality. We are striving to close the gender pay gap for average earnings within RES. We understand that gender equity will only be achieved when gender is addressed in relation to systemic, intersectional and unconscious discrimination. Although our current data falls into male and female genders for existing employees, we intend to present results for all genders in the future when the data allows.

Country	FY2021	FY2022
Australia	16%	18.4%
France	8%	0.7%
Germany	12.9%	9.2%
Nordics	8%	8%
Türkiye	28%	60%
UK&I	22%	19%
Americas	21%	2.7%*

Average gender pay gap shows the mean earnings difference between men and women across all roles in the region.

\*In 2022 we completed an equity analysis and remuneration review and have also included data on Craft employees which resulted in the significant reduction of our FY22 figure. Gender identification is not captured for all our employees in Canada due to Canadian regulation and therefore Canada is excluded from FY22 results.

**Diversity & Inclusion**

**RiSE (LGBTQ+)**

**Aim:** Raise awareness about the LGBTQ+ community including challenges that they face, and to promote an inclusive culture.

For the Pride month this year, RiSE organised various activities. Guest speakers joined us in our UK and Australian offices to share their personal experiences and encourage active allyship. Our Istanbul office held LGBTQ+ equality and human rights training sessions. Network members and allies in the Americas attended the annual Denver PrideFest parade.

Throughout the year, the network:

- Arranged a sit down with LGBTQ+ colleagues and allies during the LGBT History Month.
- Hosted a Q&A session with colleagues and guest speakers on the Bi-visibility Day.
- Highlighted resources and information on World AIDs Day.

- Shared some great resources on the International Trans Day of Visibility to raise awareness of discrimination faced by transgender and non-binary people worldwide, as well as to celebrate their contributions to society.

RiSE launched the 'Guide for Workplace Allies', providing practical information on being an effective, educated and an understanding ally for the LGBTQ+ community, and make 'a world of difference'.

We are participating in the Human Rights Campaign Corporate Equality Index in Americas.

Our office in Australia listed as an LGBTQ+ Inclusive Workplace and members of Pride in Diversity.



## Diversity &amp; Inclusion

**Race**

**Aim:** Raise awareness and focus on careers and development to foster a workplace where everyone feels heard and respected and to extend our culture of care.

The network:

- Launched a campaign to encourage anti-racist allies, producing an anti-racism ally poster and outlining key behaviours to adapt to tackle racism.
- Honoured the achievements of Martin Luther King Jr and celebrated Black History month.
- Produced a video featuring our people called 'It's not ok....!' to educate on how bias and micro aggressions can occur in our day-to-day actions and behaviours.

This year also saw the launch of the reverse mentoring initiative, which enables senior leaders to be mentored by a more junior colleague who, from a diversity and inclusion perspective, is different from them in some way.

**Stages (Age)**

**Aim:** To encourage a culture where age is immaterial to the contribution our people can make; by challenging age-related barriers and misconceptions and fostering understanding between generations.

Stages held a panel discussion to discuss age-related issues in the workplace and what could be done at RES to tackle them. They followed this up with a range of events in offices around the world aimed at bringing people of all ages together to discuss and socialise.

The network is developing an internal retirement platform to provide resources and education for those who may be thinking of retiring or who are transitioning to retirement.

They have also conducted a survey to identify initiatives to ensure RES is an employer of choice in supporting people to navigate through the various stages of their career journey. The survey provided a safe space for early career professionals to provide insights into their experiences at RES. The responses highlighted the strong desire and sense of ownership our early career professionals have in shaping a future that they wish to be part of. The group have identified several initiatives that they believe will assist in building upon, and protecting the great culture we have.



## Learning & development

It is a priority for us to develop the capabilities of our people in areas which will grow their careers and our business. To ensure our people have the right skills, knowledge and abilities we offer support through professional accreditation, sponsoring apprenticeship programmes, access to further education and internal secondments.

Secondments allow our people to strengthen current skills by applying them in a new way, developing new skills, knowledge and experiences, as well as building new networks with colleagues.

### The HUB

Our online platform and virtual learning centre, 'The HUB', is our one stop shop for all aspects of onboarding, learning, career development and performance management.



**“The RTP is a great foot in the door for the renewables industry and, by way of the actual job, gives me the opportunity to see several departments and how they interact.”**

**Anabelle Chaffin**, RTP participant

### Mentoring programme

Our global mentoring programme is open to all our people and supports the sharing of knowledge across the organisation to enable development at all levels.

There is a wealth of expertise and experience within RES, developed over 40 years of innovation in the renewable energy sector. This knowledge is invaluable in enabling future success. Mentoring facilitates access to this knowledge and accelerates learning and development, as well as enabling relationships to be built across disciplines and enhancing collaboration.

### Rotational Training Program

We introduced the Rotational Training Program (RTP) in the Americas. This is a two-year program designed to attract talented individuals early in their career and provide them the opportunity to gain practical industry experience, exposure to a variety of disciplines across multiple business units and develop robust professional networks needed to succeed in a career within the renewable industry.

In 2022, we focused on cross-departmental learning by elevating knowledge and awareness across our technologies and services via our Friday Forums and Sustainability Season.

## Learning &amp; development

## Friday Forums

Friday Forums are a series of informal online internal seminars. They were initiated in 2021 when remote working due to the Covid-19 pandemic was still in effect and were created as a vehicle to encourage cross-departmental learning and collaboration.

The seminars are delivered internally by subject matter experts who provide an insightful overview of their specific field, strategy, latest updates and plans for the future.

**“As a relatively new starter, I found the Friday Forums incredibly helpful. I am not from a renewables background so having these summaries of key aspects of the business really increased my knowledge, making me feel more confident, in a short space of time.”**

**Frances Coulthard,**  
Communications Officer, UK&I



## Sustainability Season

We hosted our first ‘Sustainability Season’ this year to help promote internal awareness and understanding around sustainability initiatives and encourage individual action.

The campaign included a webinar on the SBTi and RES’ net zero pathway, as well as articles on topics including Sustainable Procurement, Green Finance and COP27 Reflections.

We also had specific regional engagement activities such as the biodiversity workshops in Nordics. Our teams had training sessions about biological diversity, the biggest threats to it and how to implement and follow the right steps during the planning stage to ensure the protection and enhancement of biological diversity.



## Biodiversity trip to the Rödene Wind Farm

Our team in Sweden visited the Rödene Wind Farm together with a biologist to learn more about how natural value and bird inventories are carried out in connection with applying for a wind power permit. The old forests surrounding the project have been protected from exploitation with local ospreys, eagles and loons all considered during the planning stage of the project.

**“This workshop highlighted that there is no need for conflict between a high natural value area and a wind farm if correct inventories are done and used when planning the detailed design of the project in the early stages.”**

**Sofia Helge,**  
Environmental Permit & Sustainability  
Manager, Nordics

A scenic view of a lake with wind turbines in the background and people on a wooden pier in the foreground. The sky is filled with soft, white clouds, and the water is a deep blue. A dense forest of evergreen trees lines the shore. In the foreground, the wooden structure of a pier or dock is visible, with several people sitting on it, looking out over the water. The overall atmosphere is peaceful and natural.

We are committed to maximising the benefit renewable assets can provide to local communities.



## Our communities

We transparently engage and consult local communities about our projects. We listen and work in collaboration to maximize the social benefits that can be generated from hosting a renewable energy project. This can include job creation, enhancing local infrastructure or injection of new business into the local economy.

While managing renewable assets, our work with communities on behalf of our customers ensures the opportunities presented by community funds are maximised. In some countries, we also offer our innovative Local Electricity Discount Schemes for communities near both existing and potential renewable energy sites.



### Case Study:

#### Creating economic growth through green hydrogen

We have been developing wind farms in Sweden for a number of years, and in doing so working closely with local municipalities such as Ånge. Ånge, in Västernorrland County, has suffered from industrial decline leading to people leaving the town of Alby in search of better employment opportunities.

Our work with the municipality focused on creating opportunities that benefit the local community, socially, environmentally and economically. The project centres on the production of green hydrogen, utilising the power from two local wind farms to drive economic transformation in the local area.

This includes the co-development of a commercial research centre, hydrogen powered green steel opportunities and examining opportunities for industrial symbiosis with a variety of off-takers including a local manufacturer of electrolysers and a local fish farm.

The population of Ånge grew in 2022 for the first year in decades, and it is source of pride in the community. Together with the municipality, the project is enabling Ånge to return to the industrial powerhouse it once was, creating new opportunities for local people and attracting new businesses, and people to the local community.

**“This is very exciting, I am hoping to see Alby bloom again. We have the resources so its about time that someone use them, for good, for us.”**

**Jannice Eklöf**, Alby local resident

[Click here for video](#)



**Case Study:****Supporting environmental education**

We have committed \$20,000 in sponsorship to support the Red Hill Environmental Education Centre in developing a renewable energy 'Eco Schools' initiative. It will be provided regionally to schools throughout the Central West Orana region where our projects Tallawang Solar Farm and Barney's Reef Wind Farm are currently being developed.

Red Hill Environmental Education Centre is an environmental education centre located in Gulgong, NSW, Australia. The centre is set on acreage across a multitude of sites that include a range of habitats, such as grasslands, woodlands, wetlands, and a creek. The site is home to a diverse range of flora and fauna, providing an excellent opportunity for students to learn about the natural environment and its ecological relationships.

The centre offers a range of educational programs and activities including sustainability, biodiversity, conservation, and natural resource management to students, teachers, and the wider community. The programs are designed to be hands-on and interactive, with students engaging in practical activities like tree planting, water quality testing, and habitat restoration.

**Case Study:****Our wooden turbine models from Men's Shed**

The Raymond Terrace Men's Shed is a community organisation located in the town of Raymond Terrace in New South Wales, Australia, 12km away from our proposed Brandy Hill Energy Storage Project. The Men's Shed is a place where men can come together to work on projects, share skills and knowledge, and socialise with other members of the community. The organisation is focused on providing a safe and supportive environment where men can improve their mental health and well-being.

The organisation is run entirely by volunteers, and is funded through grants, donations, and fundraising activities. To fundraise for the upgrading of their facilities, they sell wooden toys and furnishings that are produced by members.

To promote the fantastic work of the Raymond Terrace Men's Shed and support the community, we commissioned several wooden scale turbines for use in community engagement across our growing wind portfolio. These turbines serve as an interpretive tool for development projects, showcasing how we actively promote the sustainability of communities for our proposed project locations.

Case Study:

**Our wind farm tracks boost outdoor access**

In Alingsås, Sweden, we are constructing Rödene Wind Farm. With its 13 turbines, the project will produce electricity equivalent to the consumption of 40,000 households annually - the entire population of the Alingsås municipality.

The new wind farm tracks have enabled greater access to the countryside and the area is frequently visited by locals for a variety of outdoor activities. Today, we can see mountain bikers cycling on the new trails that open up to larger parts of the area, runners exercising on the new paths, families discovering the new terrain and walking their dogs, and people picking mushrooms in newfound spots and swimming in the lakes.

[Click here for video](#)



“It means a lot for me to have an area so close to me, here in Alingsås. Where you can ride a bike, you can hike and run, without problems. Just mountain biking there is wonderful.”

**Börje Skoglund**, Professional mountain biker, Alingsås



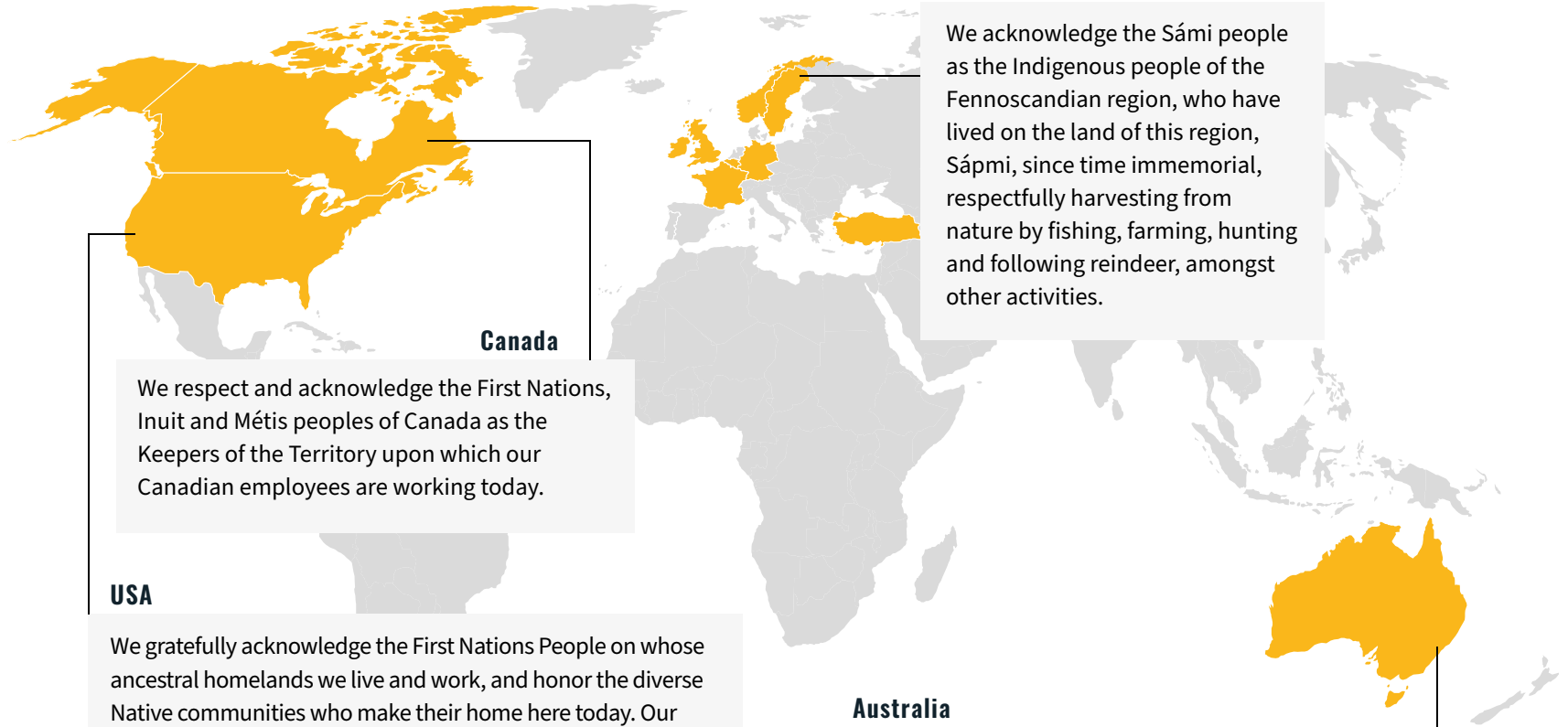
At RES, we strive to create a culture of care where everyone feels heard, respected and supported. We extend that culture of care to the environment and all external stakeholders. Through our commitment to community relations, we seek to demonstrate this through respectful engagement and collaboration with First Nations\* stakeholders, on whose ancestral lands we live and work.

\*First Nations people are the people who inhabited a country or a geographical region at the time when people of different cultures or ethnic origins arrived.

# First Nations

Increasing our understanding, value and recognition of First Nations cultures, histories, knowledge and rights, are key to building respectful relationships with First Nations stakeholders and creating a more wholistic and inclusive approach to our work, in the true spirit of 'power for good.'

This year we have made significant steps in collaborating and building relationships with First Nations stakeholders in Australia and Canada.



### Canada

We respect and acknowledge the First Nations, Inuit and Métis peoples of Canada as the Keepers of the Territory upon which our Canadian employees are working today.

### USA

We gratefully acknowledge the First Nations People on whose ancestral homelands we live and work, and honor the diverse Native communities who make their home here today. Our Denver office humbly resides on Očhéthi Šakówiŋ (Sioux), Tsésthó'e (Cheyenne), hinono'eino' biito'owu' (Arapaho), and Núu-agma-tuvu-pų (Ute) land.

### Nordics

We acknowledge the Sámi people as the Indigenous people of the Fennoscandian region, who have lived on the land of this region, Sápmi, since time immemorial, respectfully harvesting from nature by fishing, farming, hunting and following reindeer, amongst other activities.

### Australia

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia and their ongoing connections to land, water and community. We pay our respect to Elders past and present and to all Aboriginal and Torres Strait Islander peoples.



### Case Study:

## In partnership with First Nations in Canada

The Bekevar Project in Canada is a 200MW wind project located in Saskatchewan.

The project was developed over many years by RES in partnership with Cowessess First Nation, a Canadian First Nation community based in southern Saskatchewan with over 3,000 band members. Cowessess owns an 18% equity investor in the Bekevar wind project, and whose contributions were valued by RES and Saskpower, the provincial utility and power offtaker.

Later this year, RES will begin construction and, upon completion, operate the project for the long-term owners, Innagreen, and the Cowessess First Nation.

The involvement of First Nations in renewable energy projects is an important act of reconciliation between Canadian First Nations, provincial

governments such as Saskatchewan, the Canadian government and corporate entities in Canada.

A key part of Canada's reconciliation effort was embodied in the 'Calls for Action' by the Truth and Reconciliation Commission (TRC), which gathered evidence on the historic mistreatment of First Nations peoples. One call for action, 'TRC92', specifically calls out the Canadian corporate sector "to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources."

RES is proud to have taken decisive action in line with TRC92 by partnering with Cowessess on the Bekevar project, which will deliver a long-term significant financial benefit to their community.

## First Nations

**In Australia, Country is alive...**

In Australian Indigenous culture, Country is often regarded as a living being (and written as a capitalised proper noun) with its own spirit and personality, and is intimately connected to the identity, culture, and well-being of Indigenous peoples.

In order to promote respect and understanding and continue to build positive relationships with First Nations stakeholders, RES is developing its first Reflect Reconciliation Action Plan (RAP).

A RAP is a document that outlines an organisation's commitment to taking action to advance reconciliation between Indigenous and non-Indigenous Australians. RAPs provide a framework to increase knowledge and understanding of First Nations histories, cultures, and rights and assist organisations in building positive and meaningful relationships with First Nations communities, promoting greater trust, collaboration, and understanding. We believe that by working with First Nations stakeholders and incorporating First Nations perspectives, we may be

able to identify new products, services, or business opportunities that provide mutual benefits. Our RAP has already received conditional endorsement from Reconciliation Australia, which is an important milestone in the process and is due to be published in 2023.

**Origins**

We have established a working group, named 'Origins', with volunteers from across the business to develop and implement the RAP. As part of our RAP, a Cultural Awareness Training program has already commenced with our employees attending educational webinars on Survival Day (Australia Day) and the Anniversary of the Apology (including discussions on an Indigenous Voice to Parliament). A local First Nations 'knowledge holder' provided an Acknowledgement of Country at a recent team meeting in the Sydney office. Further training will take place in 2023 as we begin to implement our RAP.

We have focused on increasing First Nations procurement and employment across the business. Procurement to date has included: NSWICC Membership, printing, catering, cultural awareness



training, landholder gifts, graphic design, merchandise and artwork. A talented First Nations Artist, Lawson Dodd, was engaged to create bespoke artwork for our RAP documentation that incorporates our values. Part of Lawson's artwork was

also featured on t-shirts worn by the RiSE Affinity Network and our people as they marched for World Pride in Sydney.

## First Nations



“The large central element used in the RES artwork is made up of traditional and contemporary First Nations symbology. The large circular shapes are traditionally used to represent gathering/meeting places. The symbolism shown in this piece is a series of interconnected meeting places which represent communities of diverse sizes and cultural backgrounds. The small arch-like shapes represent the people and communities within RES working together and contributing to energy production. Together these elements reflect a large power network grid that connects everyone.

I have also included some aspects of nature relating to the sacred lands on which RES operates; the Golden Tail Gecko, Dulacca Woodland Snail and QLD Bottle Tree leaves which represent growth and transformation. The gecko can be seen circulating the various meeting places, while the snail is represented through the wiggly trail markings it leaves behind. The bottle tree leaves are also shown to be flourishing in different sectors of the artwork.

The splashes of colour speak to the various natural elements and how they contribute to the production of clean sustainable energy. The colour yellow represents solar, blue represents water, grey represents wind and orange represents the storage, transmission and distribution of energy. Together these elements help to make up the fundamental network system that connects our employees and customers to clean energy.”

**Lawson Dodd**

(Kurna, Narungga, Ngarrindjeri).



## Charity & volunteering

Our vision is the foundation for the selection of charities that we support in each of the countries in which we operate. We aim to ensure that our business has the broadest positive influence possible, helping to create a sustainable future and make a positive impact on our communities and stakeholders. The charities we support are chosen by our people.

### Volunteering and charity matching policies

We offer all our people four days paid leave a year to participate in charity and non-profit initiatives, either with their RES national charity or any other charity they wish to support. We also match up to £500 a year per person for our people fundraising activities and personal donations too.

This year we reviewed and updated our volunteering and matching policies to further facilitate their use by our people across the business. We encourage our people to support causes they care about and see these two policies as a way in which we can offer that support.



## Over £170,000

donated to charities and organisations nominated by our people

This includes the raised and RES matched donations to those affected by the conflict currently going on in Ukraine, the final donations totalled over £13k. Our team in Germany further participated by taking part in a collection for Ukraine organised by the city of Freiburg. They have been collecting tins of food, blankets and hygiene essentials alongside other items to be sent across to those affected in Ukraine.

In the UK, on behalf of our customers, we've supported £2.96 million of funding to local communities who host renewable energy projects, including nearly £1 million of payments through RES' innovative Local Electricity Discount Scheme (LEDS).



## 911 hours

of volunteering recorded within office hours

With the help of our Sustainability Season and Mental Health Awareness Campaigns, this year we are proud to say that we have nearly doubled our recorded hours of volunteering and supported more of the causes we care about.

**Our teams in action**



**Volunteering at the Broomfield Community Food Share, US**

In October, our Denver-based HR team volunteered at Community Food Share, a local foodbank and distribution centre in Broomfield, USA. They repackaged giant boxes of cereals into much smaller bags for distribution and also collected over 130lb for the food bank, via an office "pop up".

**“We packed over 700 bags of cereal in less than 3 hours! We’ll never look at cereals the same again! We had a great time working together as a team, serving the community in which we work.”**

**Leanne Rice,**  
Sr. HR Business Partner, Americas

**Walking fundraiser to support children with HIV, Canada**

We sponsored our colleagues from Rattlesnake Wind Project Team in Canada who walked at the Tribe Trek, to fundraise for kids living with HIV in India.



**“Our team, along with other teams around the globe, raised over \$26k to support Children with HIV in India. Tribe of Lambs charity will be able to send 57 kids from Rays Home (a charitable trust that homes children with HIV) in Jaipur, India to school for a year.”**

**Lee Paidel,**  
QA/QC Supervisor - Construction Management, Canada



Charity & volunteering



**Volunteering at the Parker County Committee on Aging, US**

Our Weatherford Yard Team volunteered at the Halloween party event of the Parker County Committee on Aging.

“It was their Halloween party and most of them dressed up! They were so appreciative of us being there. We served coffee, donuts, punch, and lunch. We called Bingo and were the judges of the costume contest. It was a difficult decision! We had a blast and cannot wait to go back!”

**Angela Garrison,**  
Administrative Assistant, Equipment & Fleet, Americas



**Supporting a high school’s new renewable energy department, Türkiye**

Our Istanbul team installed a demonstration measurement mast including wind and solar measurement equipment to be used in training at Sevgi-Reha Aysay Vocational High School, where the Department of Renewable Energy was established. They also met with students in a session where they explained what RES are doing and discussed career opportunities.

“We understand the importance of educating young people and supporting their improvement through our volunteering.”

**Dilşat Uz,**  
HR Specialist, Türkiye

## Our people in action



### ACON Volunteer, Australia

Oğuzhan Culha used his volunteering hours to volunteer at the ACON's stand during a festival. His duty was to sell toys at the stand to raise money to support the organisations' work in community health and inclusion for people of diverse backgrounds, sexualities, genders, and minorities.

**"We are a large international team coming from different cultures and backgrounds, and I really like the fact that RES' global volunteering policy gives us 4 days to contribute to a good cause and allows us the flexibility in choosing what we believe in."**

**Oğuzhan Culha,**  
Senior Technical Analyst, Australia

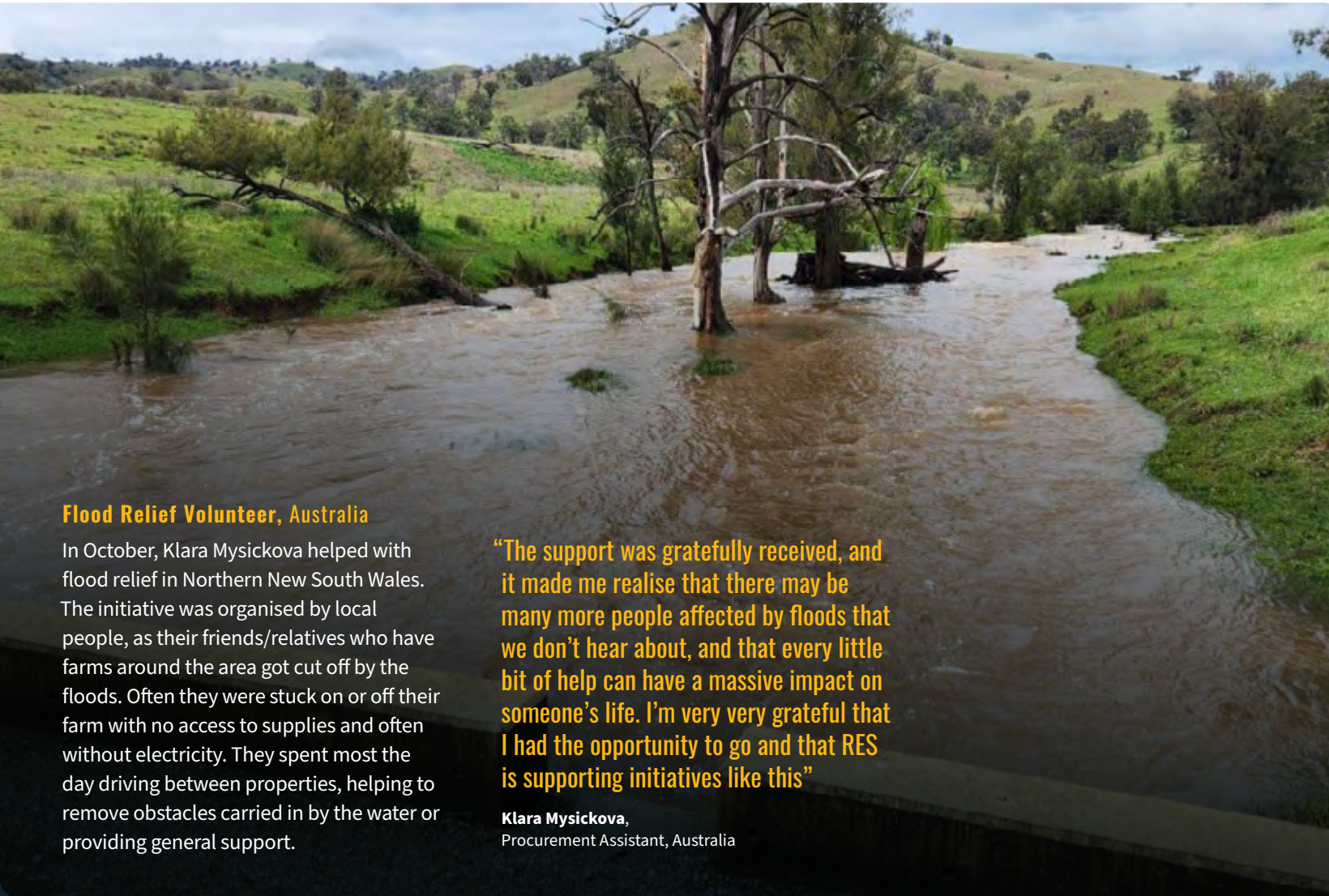


### Wave Project Volunteering, UK

Earlier this year, Jonathan Payne took advantage of the days provided to him under the RES volunteering policy to complete a Beach Lifeguard Qualification. The Wave Project supports children and young people who experience a range of physical and mental health issues, social deprivation or social isolation. Young people attending their courses are supported through surfing to build confidence and self-esteem, develop resilience, and make friends. Having a core group of volunteers with rescue, water safety, first aid and CPR skills helps them build confidence in the project and conduct the sessions safely.

**"It is hugely motivating to work for a company that encourages and supports its employees who undertake fundraising activities and volunteer time. I want to say a big Mahalo (thanks) to RES from all at the Wave Project."**

**Jonathan Payne,**  
IT Director, Group & EMEA



### Flood Relief Volunteer, Australia

In October, Klara Mysickova helped with flood relief in Northern New South Wales. The initiative was organised by local people, as their friends/relatives who have farms around the area got cut off by the floods. Often they were stuck on or off their farm with no access to supplies and often without electricity. They spent most the day driving between properties, helping to remove obstacles carried in by the water or providing general support.

**“The support was gratefully received, and it made me realise that there may be many more people affected by floods that we don’t hear about, and that every little bit of help can have a massive impact on someone’s life. I’m very very grateful that I had the opportunity to go and that RES is supporting initiatives like this”**

**Klara Mysickova,**  
Procurement Assistant, Australia



### Gaelic Athletic Association (GAA) Competition Volunteer, UK

Richard Donoghue volunteered with the GAA in Greenford, London to help in the running of the All Britain Championships, which took place for young players from GAA clubs and schools across Britain and Ulster aged from under-8 to under-18.

**“I would like to thank RES for affording me the opportunity, my role was primarily to referee GAA football games, a role I do at home in Ireland weekly.”**

**Richard Donoghue,**  
HSQE Advisor, UK&I

## Volunteering for the environment

**In 2022, to take part in tackling the global waste problem, we organised events at our offices in various geographies and volunteered to clean up the world.**



### Sydney Harbour Cleanup, Australia

At our Sydney office, we organised a kayak cleanup event. Our team used their volunteering hours to spend a morning removing rubbish from the harbour using kayaks. Within 2 hours, our team had collected 20kg of rubbish from Sydney Harbour.



### Princes' Islands Cleanup, Türkiye

At our Istanbul office, we collaborated with Adalar Municipality and Let's Do It Turkey on World Cleanup Day, to organise an event in one of the Princes' Islands of Istanbul, Büyükada. Our Istanbul team travelled to the island for a day together with their families to spend their Saturday, walking and picking up litter from around the island, spreading the message: "Let me have my garbage in the bag".



### Platte River Cleanup, Americas

At our headquarters in Colorado, we collaborated with 'Protect our Rivers' to organise a cleanup around Platte River. 35 RES volunteers came together and removed 200kg of rubbish within 1.5 hours.



### ClydeSide Cleanup, UK&I

At our Glasgow office, we came together with various local organisations to start the ClydeSide CleanUp Group. Our first event together was to clean up around the River Clyde, with seven RES volunteers removing 11 bags of rubbish in an hour. Together with the other organizations, in total we removed 64 bags of litter.

**“Taking one hour break from work to volunteer was good for the environment and good for our mental health. We had so much fun walking among the autumn leaves and chatting with colleagues to get to know each other better while we cleaned the streets of Glasgow. I love RES Volunteering hours!”**

**Cemre Dalkilinc**, Sustainability Analyst, Group

“When RES says we want a future where everyone has access to affordable zero carbon energy, this is the “everyone” we’re talking about!”

**Luke Reed**, Senior Data Scientist and 2022 Nepal Volunteer, Americas



## Charity &amp; volunteering

**Our charity volunteering trip to Nepal**

In September 2022, ten RES people from across our geographies and disciplines went to Nepal to bring reliable clean electricity to the Health Post and Birthing Centre of the Hadsinja village.

Hadsinja is a remote village located in Sinja Valley of the Jumla district in western Nepal. Its Health Post, which lacked adequate, reliable source of electricity, serves as a medical clinic and birthing centre to approximately 7,000 people from Hadsinja and the surrounding communities. It is run by 14 employees and receives 30-50 patients per day, delivering 8-10 babies per month.

Our volunteers installed a 6.3 kW battery-based off-grid solar system at the Hadsinja Health Post and Birthing Centre which allowed the centre to:

1. Reliably power lighting, medical and diagnostic equipment, refrigerators and warm beds for babies.
2. Provide emergency services and quality care for the surrounding communities 24/7.
3. Have access to clean energy resource to reduce associated greenhouse gas emissions.

We are immensely proud of our global team for this great example of working hard to ensure that together, we are a power for good for people and planet.



**“The impact of this project on the community is what seems to be the most important. I’m from a remote island off the coast of Scotland and I understand how accessibility to critical amenities directly impacts the quality of life, population retention and employment.”**

Jessica Ferguson, HSQE Projects Manager, 2022 Nepal Volunteer, UK&I

**“Many of the countries most affected by climate change are those that contribute the least to global warming. That’s why it is important to support the severely affected countries— providing them with more reliable clean electricity that will also improve their health care standards and the life of future generations.”**

Sofia Johansson, Junior Development Project Manager, 2022 Nepal Volunteer, Nordics

## Business

Positioning the company for sustainable growth by combining long-term strategic thinking with focused short-term action, to create value for all our stakeholders.



## Delivering renewable assets

We have been a leader in the renewable energy industry since 1981, and have developed and constructed over 23 gigawatts of renewable energy projects worldwide. We have always been an innovator: we are currently at the forefront of developing hybrid projects and accelerating the deployment of green hydrogen.

We have a track record of initiating projects from scratch. Our highly skilled people use cutting edge tools created in house, plus state-of-the-art meteorological and mapping studies to identify potential sites with the best natural resource and suitable grid connections.

In construction, we utilise new technology trends and have built some of the largest projects for a variety of customers. We aim to achieve the lowest levelised cost of energy for every project by reducing costs and providing value engineering for more efficient design, while maintaining long-term reliability.

### Maximising ESG performance

Each project is unique, and requires an individual programme to ensure we deliver maximum value for the environment, communities and our stakeholders, throughout the project lifecycle. We operate in compliance with ESG regulations and we aim to exceed policy requirements by ensuring best practice and innovative solutions to existing challenges.

During development, we collaborate with field experts to undertake Environmental Impact Assessments which includes assessments of historical and cultural heritage, ecology, biodiversity, socio-economy, landscape and geology. We study all aspects in detail and create plans to minimise any negative impact and maximise the environmental and social benefits of our projects.



Apex Solar Farm, USA

Our approach to development involves building strong and early relationships with all stakeholders. For every project, our experienced team carefully assess the needs and requirements of all project stakeholders including investors, landowners and farmers, as well as local communities, to ensure maximum value for all parties.

Whether we are developing a new project or managing an existing site, where appropriate, we work with local businesses and contractors. This approach helps reducing the travel times and carbon footprint while increasing efficiency, benefiting from local knowledge and expertise and boosting the local economy.

## Optimising renewable assets

We offer variety of services to support our customers at every stage of their ESG journey.

We support over 10 gigawatts of renewable generation and energy storage projects for customers across the globe and we understand the importance of optimising renewables assets, maximising value and protecting revenue for assets owners.

We are at the forefront of the digital revolution, combined with our 24/7/365 control centre, we are using AI and machine learning to find new ways to truly maximise the potential of renewable assets, through optimising performance and reducing downtime.

**According to a study by DNV, assets managed by RES perform 1% better than industry standard.**

### Enhancing ESG performance of renewable assets

Besides generating clean, green energy, renewable assets can also benefit local environments and create support mechanisms to local communities. We work with our customers to help them demonstrate market leading environmental, social and governance performance at a project and portfolio level. We have experience in delivering ESG projects on the ground and supporting our customers across a range of ESG frameworks.

To align our customers' assets to ESG standards, we work together with them in developing their sustainability strategy, improving their policies and governance techniques, and enhancing their internal process for emissions reporting. Further to this, we run value improvement workshops for our customers to identify potential enhancements and implement them at the asset level.

We ensure compliance with upcoming disclosure requirements and deliver bespoke ESG reporting. We can provide fully automated key statistics real-time ESG reporting across a variety of activities including renewable energy generated, emissions data, homes equivalent powered, and avoided carbon emissions. In addition, we're developing our own support services reporting platform with a dedicated ESG section covering general and customised metrics.

At the site level, we follow a land management approach to optimise the site performance as well as to maintain and enhance habitats. We assess the ecology and biodiversity on site and identify opportunities for enhancements. We then work together with our customers, local advisors and ecologists to implement these improvements and action ecological remedial works such as planting, wildflower seeding, changing maintenance or grazing regimes, carrying out eco-cuts and installing beehives, bat and bird boxes, and bug hotels.

We work with communities on behalf of our customers to maximise the opportunities presented by community funds. These funds usually support sports clubs, community groups, local events, community outreach activities, and energy efficiency initiatives such as installing EV charging points.

In 2022, we gave greater focus to support our customers in achieving their sustainability targets by dedicating more resource into ESG activities and improving internal systems and processes to help data collection. This resulted in increased collaboration between all regions and improved relations with our global customers by delivering better ESG reporting via centralised systems and knowledge sharing.

# Climate related opportunities and risks

Addressing climate-related opportunities and risks is integral to how we conduct our business and is embedded in our vision and company strategy. We continually monitor the implications climate change presents, from enhanced physical risks to evolving policy to technological advancements.

## Opportunities

The energy transition presents many opportunities for us to reduce global greenhouse gas (GHG) emissions. We are solely focused on the development, construction and operation of renewable assets and related infrastructure. By utilising renewable energy for green hydrogen production, we can now also contribute to the decarbonisation of hard-to-abate industries.

We provide asset management and operation and maintenance to maximise generation from operational assets. Through services such as asset optimisation, repowering and life extension, we are reducing downtime and optimising renewable energy production for our customers.



Barneys Reef Wind Farm, Australia

A focus on sustainability across all our activities and within our supply chain enables us to drive efficiency in our use of resources plus measure and reduce our own emissions in our journey towards net zero.

## Risk mitigation

In addition to driving the competitiveness of renewable energy through innovating and reducing costs, we have several measures in place to reduce both transitional and physical climate-related risks across our business, including:

- A dedicated Risk Management Committee, quarterly risk reports reviewed by our Group Executive, and a project procurement strategy that aligns with our three sustainability principles for products and services across our value chain.
- Continuous improvement of our acute and chronic weather pattern assessments to mitigate future development and construction site risks. This includes a Physical Climate Risk Assessment report focussing on our different technologies, mapped by geography, and how these may vary with time under 2°C vs 4°C warming scenarios.
- Building relationships with multiple governments, industry bodies and regulators to advise on and encourage ambitious decarbonisation targets, renewable energy targets and supporting regulatory frameworks.

# Governance and structure

We have in place oversight and leadership committees and processes that cover all aspects of the business. Our Environmental, Social and Governance Policy and Strategy is agreed at our Group Executive level.

Oversight of our activities and execution resides with our Group CEO. Management and coordination of our strategy and its implementation is conducted by the Regional CEOs, Group HSQE Director, Chief Sustainability, Marketing & Communications Officer, and Group Director People and Culture. Their teams ensure ESG integration and implementation of our strategy, measure performance and communicate our policies and activities to the wider group.



## Business ethics and anti-corruption

We have a longstanding commitment to maintaining and promoting the highest ethical conduct in our business. Our Business Ethics Policy provides guidance on distinguishing between legitimate and unacceptable forms of behaviour and is supported by mandatory anti-bribery and corruption training.

Our global Whistleblowing Policy is intended to help keep people safe and prevent illegal or unethical behaviour through prompt reporting. It supports our people in identifying the appropriate action if encountering unsafe, illegal, or questionable behaviour, policy violations or related issues.

Our group-wide system allows confidential reporting 24/7 via multiple channels. These include line manager consultation, HR representatives and a whistleblowing helpline. Our reporting system enables people to anonymously report concerns, in order that appropriate action can be taken.

Safeguarding others, openness and vigilance are important aspects of collaboration and accountability, two of our core values.



**“The safety and wellbeing of our people, and our strong business ethics culture, are extremely important to RES. We would always encourage speaking out if you see something that puts anyone at risk.”**

**Dominic Hearth**, Group General Counsel



Walney Extension Offshore Wind Farm Project, UK

# Sustainable procurement

## Modern slavery and human trafficking

Modern slavery, which covers slavery, servitude, forced and compulsory labour and human trafficking, is a horrific crime which is often hidden. We follow the principles of addressing modern slavery and the Modern Slavery Act 2015 (MSA), in the UK, which aligns with our organisation's values.

Our board of directors support the principles of the MSA within our business practices. [Our Slavery and Human Trafficking Statement](#) acts as the baseline of our commitment aiming to ensure that modern slavery does not exist in our supply chain.

We support industry bodies in their commitment to prevent modern slavery across the value chain. In 2021, we signed SEIA's (U.S. Solar Energy Industries

Association) Solar Industry Forced Labor Prevention Pledge, an open letter signed by over 340 companies within the solar industry stating their commitment to help prevent these practices and ensure that the products we are using do not have links to forced labour.



We recognise there are many different aspects to strategies on tackling modern slavery from engaging with suppliers to training and raising awareness on construction sites. Through our virtual learning centre, we offer training for all our people to help raise awareness, recognise signs and increase confidence in reporting modern slavery if any potential cases are encountered.

## Supply Chain Code of Conduct

Our Supply Chain Code of Conduct is included in all of our supply contracts. It demonstrates the commitment that we, and our suppliers have towards our people and those in our supply and sub-supply chain and requires all suppliers to meet or exceed the minimum environmental legislation and standards. There are clear routes for reporting concern, raising awareness and whistleblowing within this widely shared and used document.

## Supply chain sustainability audit

In order to ensure a more transparent and sustainable supply chain, our procurement team launched a new initiative to implement further the ESG practices. Working alongside a leading consultancy, we mapped sustainability and traceability across our global chain.

During 2022, our focus has been on solar and storage major equipment key suppliers to both carry out factory audits and traceability mapping. Preliminary results are emerging from our first audits with key suppliers, which will be analysed before planning next steps. This will be followed by the wind supply chain.

We have also jointly committed to launch an ESG survey, the first we are aware of in the renewables industry, which we see as a significant step in understanding clearly what commitments on ESG are being made by suppliers.



## Sustainable procurement principles

Our sustainable procurement approach is outlined below in the context of our three sustainability principles.

### Business:

- Act in accordance with our Business Ethics, HSE, Quality & ESG Policies.
- Promote sustainability through our industrial engagements, partnerships with industry bodies and our supply chain with the aim of meeting our vision by:
  - reducing the cost of renewable energy, and
  - encouraging careful design specifications and requirements.

### Environment:

- Engage with industry bodies and our supply chain to protect the environment and reduce potential negative environmental impacts of components and materials.
- Collaborate with our supply chain on products and services through improving waste and material management, repurposing, recyclability and promoting the use of sustainable materials where practical.

### Social:

- Take responsibility for the safety of ourselves and others to enable everybody to go home safe every day.
- Follow the principles of addressing modern slavery within our business practices and review risks in relation to modern slavery.
- Help to create a sustainable future and make positive impact on our communities and stakeholders.
- Support the development of a local supply chain where appropriate.



**“With the additional focus now coming from the market, and in conjunction with RES’ progress from the last two years, tangible steps are being made in the complex journey of delivering real sustainability in the supply chain”**

**Roger Seshan,**  
Strategic Procurement Director, Group

# Sustainability objectives

In 2023, we will continue to develop our sustainability approach in-line with our principles to power positive change by ensuring that our operations, products and services make a net positive contribution to society and the environment.

Environment	Measure our Scope 1,2 & 3 emissions
	Launch Science Based Targets near term target action plan*
	Offset our direct and indirect (purchased electricity and employee business travel) emissions or support emissions removal in our value chain
	Align & improve on environmental & waste management systems
	Work alongside OEMs and industry bodies to maximise recycling and refurbishment in our technologies
	Identification of material nature-related risks and opportunities with a focus on biodiversity
Social	Achieve a 20% reduction against the baseline Total Recordable Incident Rate (TRIR) to reach target of 0.3 per 200,000 hours in 2025**
	Contribute to our communities and stakeholders through measuring community engagement, fundraising for charity and dedicated volunteering
	Enhance delivery of our D&I strategy through our RESpect programme
	Promote the professional and personal development of our people
Business	Demonstrate responsible procurement and improve sustainability performance with customers, our key global suppliers and sub-supply chain
	Evolve the company strategy, market positioning and approach to achieve continued sustainable growth as an employer of choice in renewables
	Advocate for and collaborate with governments, organisations and associations for enhanced objectives and actions on ESG
	Align with the reporting requirements of the Taskforce on Climate-related Financial Disclosure

\*Targets pending SBTi approval at the time of publication

\*\*This applies to the core RES operations and successful M&A additions will have their own TRIR trajectory set outside the main company, which may lead to rebasing

# Performance summary

	Highlighted 2022 sustainability objectives	2022 Key figures and performance summary
Environment	Complete displaced carbon assessment across our developed and constructed wind and solar projects	~21 million tonnes CO <sub>2</sub> displaced annually
	Measure our Scope 1,2 & 3 emissions to set FY2022 as our baseline year for SBTi targets	358,658 tonnes CO <sub>2</sub> e. Worked with consultants to set emission reduction science-based targets with a FY2022 baseline
	Offset our direct and indirect (purchased electricity and employee business travel) emissions and support emissions removal in our value chain	Objective achieved
	Align environmental management systems	Implementation of ISO 14001 Environmental Management Systems across UK&I and French business activities.
	Identify significant waste streams within the scope of our activities where we have significant operational control	Through our emission reporting we calculated our waste emissions. We hosted two workshops to identify significant waste streams within our operations
Social	Work alongside OEMs and industry bodies to maximise recycling and refurbishment in our technologies	Active in industry body focus groups
	Achieve a market leading safety record	Lost Time Accident Frequency Rate (number of lost time accidents per 100,000 hours worked) of 0.04
	Contribute to our communities and stakeholders through measuring community engagement, fundraising for charity and dedicated volunteering	911 hours within office hours of volunteering recorded. Updated Global Volunteering and Matching Policies
	Enhance delivery of our Diversity & Inclusion strategy	Assigned our very first Global Head of Diversity and Inclusion. Second anniversary of our Affinity Networks which have won awards for their efforts in 2022, actions highlighted in D&I update
	Promote the professional and personal development of person	Average of 32 hours internal training per employee (excluding safety standdown training days). Elevated knowledge across our technologies and services via our Friday Forums and Sustainability Season Campaign
Business	Demonstrate responsible procurement and develop sustainability with our key global suppliers and sub-supply chain	Joined a supply chain traceability program, focusing on solar components. Had strategic discussions and workshops with our supply chain and identified key suppliers through our FY22 emission reporting to promote sustainable procurement
	Evolve the company strategy, market positioning and approach to achieve continued sustainable growth	Objective achieved e.g. completed UN SDG materiality assessment
	Continue the use of relevant key performance indicators (KPIs) to drive operational performance improvement	Objective achieved
	Invest in the expansion and the ability of our employees and leadership	Objective achieved
	Collaborate with other leading businesses and organisations to progress our net-zero journeys	Joined the UN Global Compact. Continued discussions with associations and companies in adjacent sectors to help progress our SBTi journey.



## Contact us

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