# Technolog Group Environment & Social Governance (ESG) Annual Report 2024 - 2025

Reporting progress against our ESG Policy

2025 – 2030

# 1. Executive Summary

- Initiated our ESG programme, bringing together the good work we have already achieved under one, unified system.

- Energy auditing and improvement initiatives implemented. ESOS plan committed.

- Single use packaging removed from all deliveries.

- Employees increased to 450+, with 13% ex-forces veterans now employed in Utilitec.

# 2. ESG Strategy Overview

*Embedding ESG in every aspect of water, wastewater and gas management is critical to meeting regulatory targets, protecting the environment, and delivering lasting value for communities.*

**Our role:** The Technolog Group partners with our customers to deliver scalable, sustainable solutions that meet tougher outcome targets.

**Our organisation:** (which includes Technolog Holdings; Technolog Ltd; Utilitec Services Ltd; Utility Data Services Ltd and Technolog SARL) is committed to integrating environmental, social, and governance principles into our business operations and decision-making processes.

# 3. Governance & Accountability

- ESG Steering Group composition and responsibilities

- Reporting and assurance mechanisms

- Risk management overview

- Compliance (ISO certifications, Ofwat/DEFRA/HSE obligations)

| Governance Element | Description | Evidence |
|---|---|---|
| ESG Steering Group | Oversight body for ESG objectives | Minutes, decisions, actions |
| Programme Governance Board | Delivery oversight | Performance reports; Policy |
| External Consultants | Net Zero and ESOS roadmap design & validation | Consultant audits and reports |
| Independent Audits | Compliance verification | ISOQAR, EcoVadis, Achilles UVDB reports, CDP |

# 4. Environmental Performance (1)

| Commitment | Target | Progress This Year | Evidence/Notes | RAG Rating | Corrective Action if Required |
|---|---|---|---|---|---|
| 1a) ISO 50001 (Energy Management) | Certification achieved by Dec 2026 | Plan initiated | Implemented procedures and policies | Green | On target |
| 1b) Low-carbon fleet | 50% by 2030 | 14% | Fleet list | Green | On target |
| 1c) Carbon-neutral operations | Zero Scope 1 & 2 emissions by 2040, 30% Scope 2 by 2030 | ~4% | Carbon footprint report | Amber | Action plans initiated and are expected to achieve required results. |
| 1d) Zero waste to landfill | 100% diversion rate by Dec 2027 | 71% | Waste management logs | Green | On target |
| 1e) Biodiversity protection | Site-specific plans in place by Dec 2026 | Plan initiated | Project reports | Green | On target |

# 4. Environmental Performance (2)

- Key initiatives delivered
  - ESOS plan committed to and publicised
  - AC unit replacement project planned
  - Computer monitor replacement completed
  - Heating pipework lagging (50% complete)
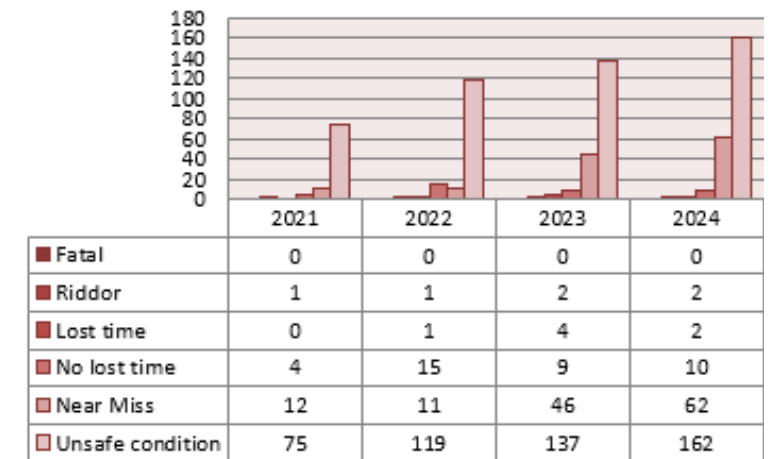  - Sensor lighting implementation (10% complete)

# 5. Social Performance (1)

| Commitment | Target | Progress This Year | Evidence/Notes | RAG Rating | Corrective Action if Required |
|---|---|---|---|---|---|
| 2a) Equality, diversity, inclusion (EDI) | Annual improvement in EDI metrics | 80%, ongoing | Policies; training records; Gender pay gap reports | Green | On target |
| 2b) B Corp certification | Achieve by Dec 2027 | Plan initiated | B Lab pre-assessment | Green | On target |
| 2c) Apprenticeships & Training | 20 apprenticeships by 2030 | Initiated | Employee records | Green | On target |
| 2d) Modern Slavery prevention | Zero cases identified | 0 identified instances | Code of conduct; training records | Amber | Supply chain heat mapping to be performed |
| 2e) Health, safety, wellbeing | Zero harm culture maintained | 2 Riddor incidents | Continuous wellbeing programmes | Amber | Continued efforts to reduce injuries |
| 2f) Defence Employer | Bronze Award by June 2026 | Plan initiated | TBD | Green | On target |

# 5. Social Performance (2)

- Workforce development (training, wellbeing, diversity)

- Health & Safety – small amount of accidents, increased amount of preventative reporting

- Proudly supported Aquabox; WaterAid and the Wirksworth events

**Annual breakdown**

| | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Fatal | 0 | 0 | 0 | 0 |
| Riddor | 1 | 1 | 2 | 2 |
| Lost time | 0 | 1 | 4 | 2 |
| No lost time | 4 | 15 | 9 | 10 |
| Near Miss | 12 | 11 | 46 | 62 |
| Unsafe condition | 75 | 119 | 137 | 162 |

# 6. Governance Performance (1)

| Commitment | Target | Progress This Year | Evidence/Notes | RAG Rating | Corrective Action if Required |
|---|---|---|---|---|---|
| 3a) Transparent reporting | Annual ESG report published by Dec 2025 | 100% | Annual ESG report | Green | This report! |
| 3b) ISO 22301 (Business Continuity) | Certification achieved by Dec 2027 | Plan initiated | Gap analysis | Green | On target |
| 3c) Anti-bribery and compliance | 100% training completion | 100% | Training records | Green | Complete for year |
| 3d) Data privacy & cybersecurity | Zero breaches annually | 0 Breaches | Security reports | Green | On target |
| 3e) Sustainable procurement | 80% suppliers assessed for ESG compliance by 2028 | Plan initiated | Supplier ESG assessments | Green | On target |
| 3f) Climate & ESG Risk Oversight Committee | Committee established | Complete, monthly meetings held | Meeting minutes/outcomes/ decisions/actions | Green | Completed |

# 6. Governance Performance (2)

- Supply chain ESG management
  - ESG management appointed
  - Consultant assistance provided
  - Website developed for transparency

- Data governance & cyber security
  - ISO27001, ISO27017 and ISO27701 certifications in place
  - Monthly ISMS meetings and bi-annual ISMS reviews held
  - Data Protection Officer (DPO) appointed (Jonathan Russell)

- Ethics, transparency, anti-bribery, anti-slavery
  - Policies are in place and communicated
  - Training performed annually to ensure all employees are aware of policies and reporting
  - Whistle blowing communication channels in place and advertised

# 7. Roadmap & Forward Look

AFTER THIS YEAR'S INITIAL DEVELOPMENT OF OUR ESG SYSTEM, WE ARE WORKING TOWARDS THE GOALS AND TARGETS DEFINED IN OUR ESG POLICY.

WE SHALL ENSURE ALL OR OUR ESG REPORTING IS MAINTAINED ON OUR WEBSITE, TO ENSURE TRANSPARENCY.

CARBON REPORTING IS ONE FOCUS, AS IS THE FURTHER DEVELOPMENT OF CYBER SECURITY, AND SOCIAL DEVELOPMENT.