Technolog Group:
Environment & Social Governance (ESG) Policy

2025 – 2030







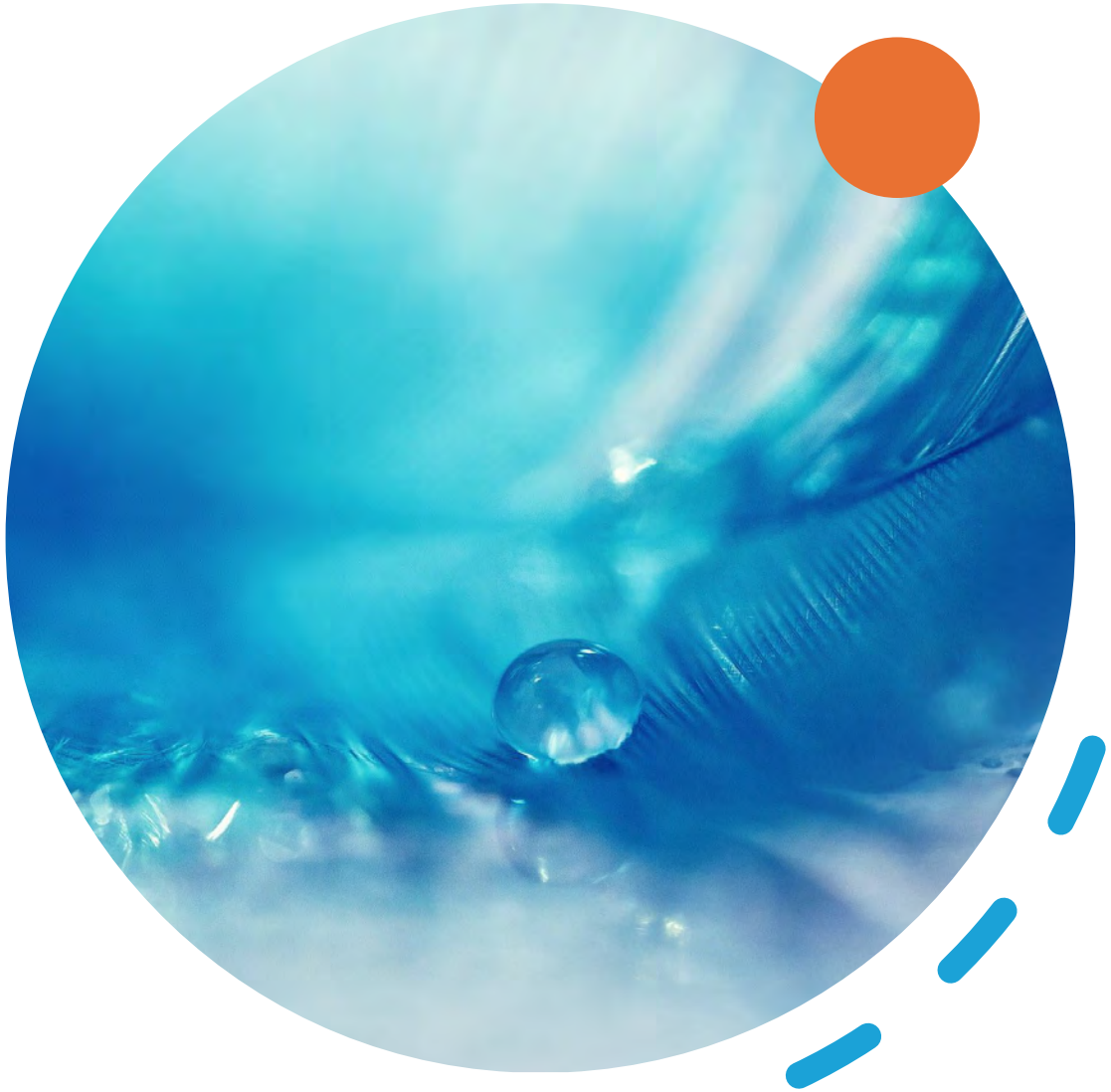
1. Executive Summary

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.

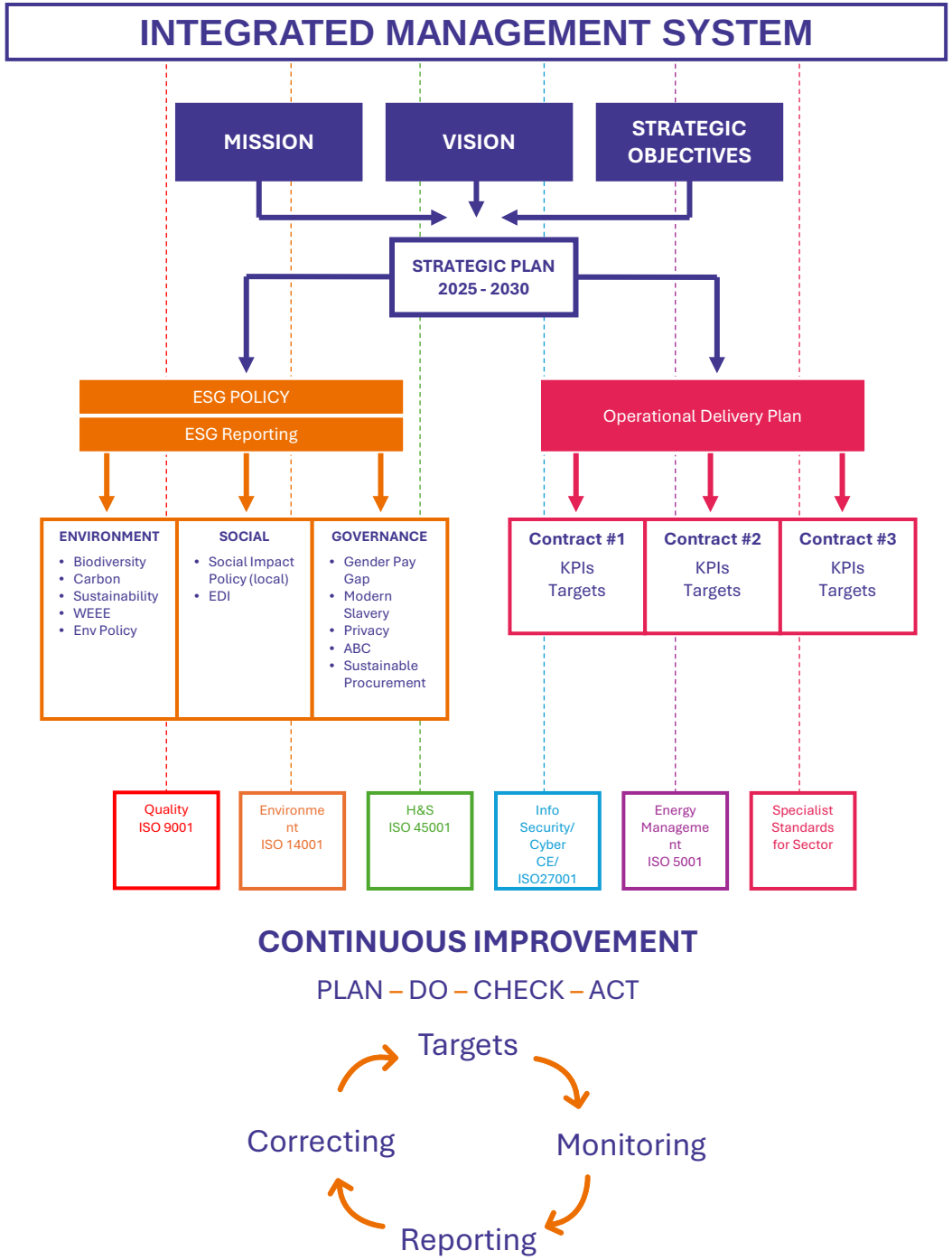
This ESG Policy outlines our commitment to sustainable development, ethical practices, and responsible corporate governance to create long term value for our stakeholders, including employees, customers, investors, and the communities in which we operate.



Environmental, Social, and Governance (ESG) principles are fully embedded within our **Integrated Management System (IMS)**, ensuring they are part of our day-to-day operations, decision-making, and performance management.

Through our **Strategic Plan 2025–2030**, we are committed to strengthening this integration by aligning ESG practices with our organisational mission, vision, and strategic objectives.

As part of our continuous improvement journey, we are actively working towards achieving **ISO 22301 (Business Continuity Management), ISO 50001 (Energy Management) and BCorp** certifications, further enhancing our resilience, sustainability, and ability to deliver consistent value to our stakeholders.



2. ESG Context & Drivers



3. Vision and Mission

Vision

“By 2030, Technolog Group will be the trusted delivery partner to the UK water, wastewater and gas sectors — combining cutting-edge innovation with scalable, sustainable operations to protect the environment, enhance network performance, and deliver better outcomes for customers and communities.”

Mission

Protecting the environment. Protecting life.

4. Governance & Accountability

- **Governance Structure**
- ESG Steering Group: oversees delivery of environmental, social, and governance objectives
- Programme Governance Board: monitors AMP8 programme delivery and performance
- External sustainability consultants Consutus Ltd: engaged to design and implement our Net Zero roadmap
- Integration with Ofwat reporting and Water Companies governance frameworks
- Independent audits and assurance for transparency and compliance
- Compliance with the Energy Savings Opportunity Scheme (ESOS) for energy efficiency and carbon reduction

- **Accountability Mechanisms**
- Integrated Management System (IMS) with ISO certifications (9001, 14001, 45001, 27001)
- Working towards ISO 22301 (Business Continuity) and ISO 50001 (Energy Management)
- Real-time ESG performance dashboards and reporting
- External benchmarking via CDP, EcoVadis and Achilles UVDB
- Publishing an annual ESG Report for transparency and stakeholder engagement
- National TOMs for reporting social value outcomes
- Future aspiration: B Corp certification to demonstrate whole-business ESG excellence

5. Environmental Commitments

Commitment	Target/KPI	Milestone Date	Aligned Standard / Framework	Actions & Initiatives	WaSC Priority Alignment for PR24 and AMP8
1a) ISO 50001 (Energy Management)	Certification achieved	Dec 2026	ISO 50001 / ESOS	- Gap analysis by Q3 2026 - Energy audits in line with ESOS - Implement energy management system	Carbon Reduction & Cost Efficiency
1b) Low-carbon fleet	50% by 2030	Dec 2030	ISO 14001/Net Zero Plan	- Transition fleet to EV and hybrid - Install charging infrastructure at depots	AMP8 Net Zero Commitment
1c) Carbon-neutral operations	Zero Scope 1 & 2 emissions by 2040, 30% Scope 2 by 2030	Dec 2040	ISO 50001/Net Zero Strategy	- Offsetting plan for residual emissions - Renewable energy for all facilities	Circular Economy & Waste Reduction
1d) Zero waste to landfill	100% diversion rate	Dec 2027	ISO 14001	- Waste segregation and recycling programme - Work with circular economy partners	WINEP / Biodiversity Net Gain
1e) Biodiversity protection	Site-specific plans in place	Dec 2026	ISO 14001/WINEP/AMP8	- Develop biodiversity action plans - Partner with local conservation groups	Operational Efficiency & Net Zero Plans

6. Social Commitments

Commitment	Target/KPI	Milestone Date	Aligned Standard / Framework	Actions & Initiatives	WaSC Priority Alignment for PR24 and AMP8
2a) Equality, diversity, inclusion (EDI)	Annual improvement in EDI metrics	Ongoing	ISO 45001 / B Corp	- Annual staff survey - Diverse recruitment policies - Regular bias awareness training - Gender pay gap reporting	Inclusive Workforce & Social Value
2b) B Corp Certification	Certification achieved	Dec 2027	B Lab Standards	- Pre-assessment by Q2 2026 - Policy review and alignment - External audit by B Lab	Transparency & Ethics
2c) Training & Apprenticeships	20 apprenticeships by 2030	Dec 2030	ISO 45001/National TOMs	- Partner with colleges and universities - Launch targeted skills programme	Skills Pipeline & Workforce Sustainability
2d) Prevent modern slavery	Zero cases identified in supply chain	Ongoing	Modern Slavery Act Compliance	- Supplier code of conduct - Supplier assessments - Mandatory training for procurement teams	Ethical Supply Chains
2e) Health, safety, wellbeing	Zero-harm culture maintained	Ongoing	ISO 45001	- Quarterly safety reviews - Continuous wellbeing programmes	Health & Safety Excellence
2f) Defence Employer	Bronze Award	Jun 2026	Defence Employer Recognition Scheme	- Sign Armed Forces Covenant - Create and promote policies.	Social Value & PR24 Outcomes

7. Governance Commitments

Commitment	Target / KPI	Milestone Date	Aligned Standard / Framework	Actions & Initiatives	WaSC Priority Alignment for PR24 and AMP8
3a) Transparent reporting	Annual ESG report published	First issue Dec 2025, annually thereafter	Ofwat PR24, National TOMs, EcoVadis, CDP, Achilles	- Build ESG dashboard - Create ESG reporting team	Transparency & Accountability
3b) ISO 22301 (Business Continuity)	Certification achieved	Dec 2027	ISO 22301	- Gap analysis Q1 2026 - Implement continuity planning by Q3 2026	Resilience & Reliability
3c) Anti-bribery and compliance	100% training completion	Dec 2025	ISOQAR/B Corp	- Update policy annually - Track compliance completion	Governance & Ethics
3d) Data privacy & cybersecurity	Zero breaches annually Gain Cyber Essentials	Ongoing June 2026	ISO 27001; CE	- Annual penetration tests - Continuous system monitoring - Annual cyber risk assessment - Staff training on cyber hygiene	Data Assurance & Cybersecurity
3e) Sustainable procurement	80% suppliers assessed for ESG compliance by 2028	Dec 2028	ISO 20400 / B Corp	- Update supplier onboarding process - Conduct annual supplier audits	Sustainable Supply Chain
3f) Climate & ESG Risk Oversight Committee	Committee established	Q2 2025	ESG Governance Framework	- Regular quarterly risk review meetings	Strategic Risk Management

8. ESG Roadmap & Targets (2025–2030)

Year	Key ESG Deliverables
2025	- Publish first ESG Annual Report - Establish ESG Steering Group and ESG Risk Oversight Committee - Begin National TOMs reporting - Achieve zero-harm health and safety baseline
2026	- Biodiversity action plans operational - Gap analysis for ISO 50001 and ISO 22301 - Pre-assessment for B Corp certification - Defence employer – Bronze status achieved
2027	- Achieve B Corp certification - ISO 22301 certification achieved - 20% low-carbon fleet milestone reached
2028	- ISO 50001 certification achieved - 30% of suppliers ESG-compliant - Midpoint review and publish updated Net Zero roadmap
2029	- 40% low-carbon fleet achieved - Zero waste to landfill maintained for two consecutive years
2030	- 50% low-carbon fleet achieved - Net Zero operations achieved - 20 apprenticeships milestone met - Complete transition to a fully sustainable operational model

9. ESG KPIs & Measurement

We track ESG progress through dashboards, publish transparent reports, and ensure credibility through independent assurance.

Dashboards & Balanced Scorecard

- ESG performance tracking across Environmental, Social, and Governance pillars
- Integrated with our IMS and operational KPIs for proactive decision-making
- Aligned with Water Companies priorities and AMP8 / PR24 outcomes

Annual ESG Report

- Yearly publication shared with Water Companies, Ofwat, communities, and stakeholders
- Verified, transparent reporting against ESG targets and commitments
- Use Achilles to evidence measurable social value

Independent Audit & External Validation

- EcoVadis benchmarking for global ESG performance
- Achilles UVDB for utility sector supply chain assurance
- ISOQAR audits for ISO certification compliance
- External consultants for Net Zero and ESG validation
- Future aspiration: B Corp certification for whole-business ESG excellence

This approach provides Water Companies and stakeholders with visibility, transparent reporting, and independent validation of our ESG performance.



10. Partnerships & Innovation (1)

Collaboration is one of our core values

Through partnerships we can deliver the benefits of innovation

Delivering Tangible Benefits

Strong partnerships and cutting-edge innovation enable us to deliver sustainable, scalable solutions for Water Companies and AMP8 delivery

- Environmental impact: reduced carbon footprint, improved water quality
- Operational efficiency: faster response, reduced downtime, cost savings
- Regulatory compliance: transparent reporting for Ofwat and DEFRA
- Community value: skills creation, local jobs, and better outcomes



10. Partnerships & Innovation (2)

We will deliver on our PR24 and AMP8 commitments by combining strong partnerships with a focused innovation pipeline.

Together, they enable us to scale delivery, meet regulatory challenges, and create sustainable, future-ready solutions for Water Companies and other customers and the communities they serve.

Strategic Partnerships

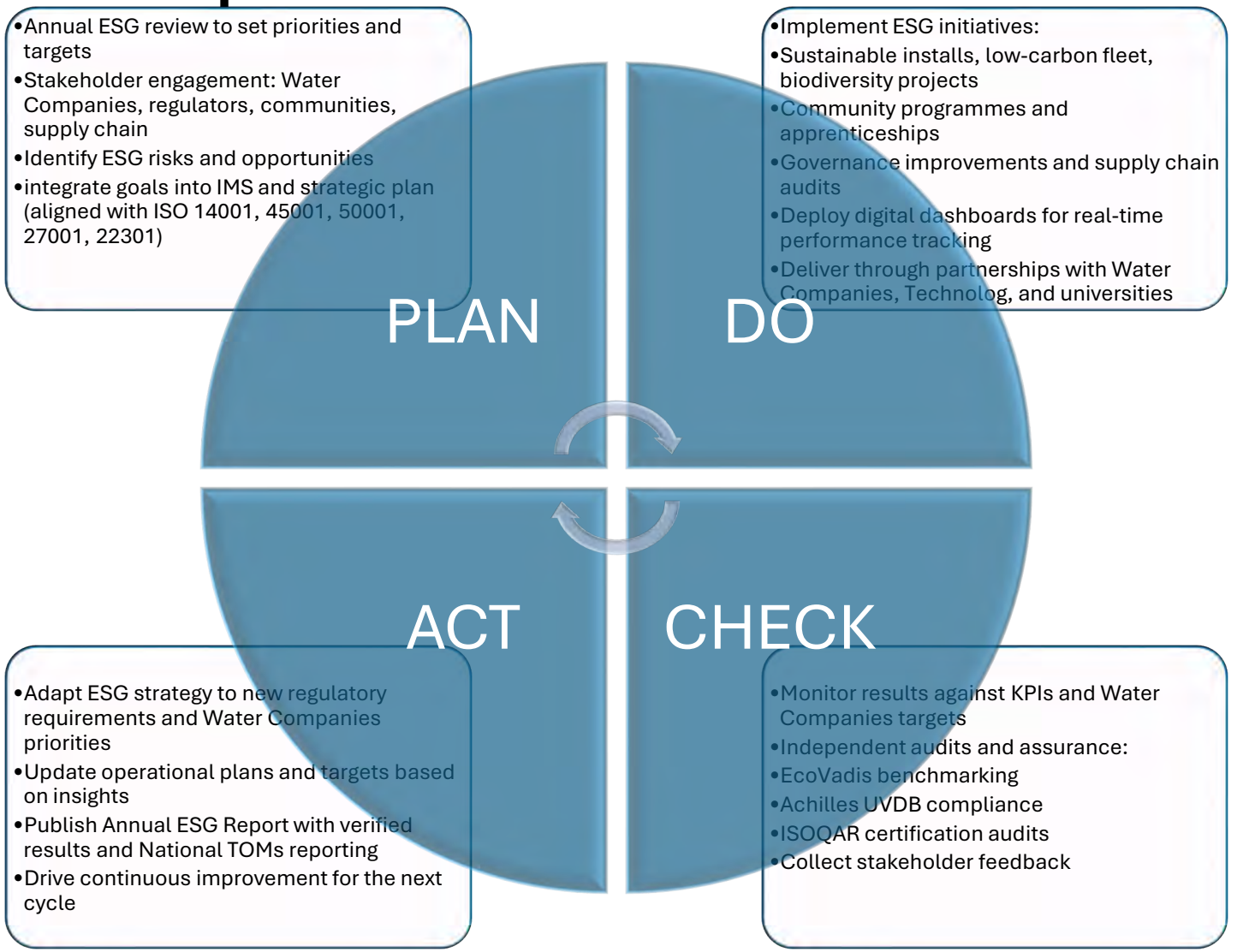
- Technolog Group alignment linking product development with national-scale deployment and data provision
- Co-designing solutions: with Water Companies and other customers and stake holders to meet regulatory and operational needs
- Building a resilient, ethical, low-carbon supply chain
- Partnering with universities and industry bodies to trial emerging technologies

Innovation Pipeline

- IoT-enabled devices for real-time monitoring and predictive maintenance
- AI-driven analytics to detect leaks and optimise performance
- Low-carbon engineering solutions supporting Net Zero goals
- Digital twins and modelling for network planning and optimisation

11. Continuous Improvement

As our ESG Policy is a central theme within our Integrated Management System, it is subject to the same continuous improvement cycle as all other areas of our business.



12. Conclusion

Our ESG strategy underpins our ability to deliver reliable, sustainable services – supporting Water Companies, gas customers, regulators, and communities while driving innovation and long-term value.

1. ESG as a Strategic Enabler

- Embeds environmental, social, and governance values into every project and decision
- Provides measurable outcomes through transparent reporting and independent assurance
- Positions Utilitec as a trusted partner to Water Companies and stakeholders

2. Partnership Commitment

- Close collaboration with WaSCs, Technolog, universities, and supply chain partners
- Co-designing solutions that meet PR24 regulatory outcomes and community needs
- Supporting AMP8 priorities with scalable, ESG-aligned programmes

3. Future-Focused Innovation

- Investment in IoT, AI, and low-carbon technologies
- Continuous improvement through Plan-Do-Check-Act cycles

By embedding ESG into our operations and partnerships, we deliver value beyond compliance — creating sustainable, resilient networks that ***protect water*** for future generations.

