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

Reporting progress against our ESG Policy

2025 – 2030

UTILITEC

AMETEK®

UTILITY DATA SERVICES

AMETEK®

TECHNOLOG

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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)

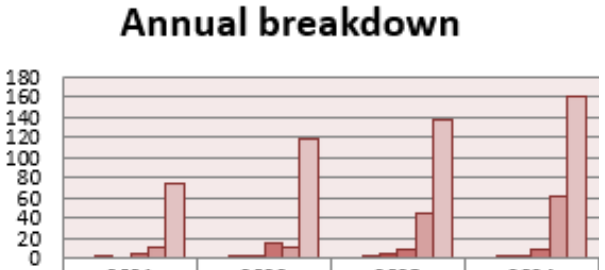
- Key initiatives delivered
  - ESOS plan committed to and publicised
  - AC unit replacement project planned
  - Computer monitor replacement completed
  - Heating pipework lagging (50% complete)
  - Sensor lighting implementation (10% complete)

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



	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.