

# Sustainability Strategy 2023



# Summary

Risktec is committed to meeting the evolving needs of energy and infrastructure in a safe, sustainable and ethical manner by upholding our values of teamwork, integrity, empowerment and solutions.

By placing sustainability at the heart of our business strategy, we are undertaking business activities which are beneficial to the environment, our employees and society. Our sustainability strategy is aligned with the UN Sustainable Development Goals, recognising the importance of prioritising the welfare of our employees and the impact of our business to advance environmental, social and economic sustainability.

At Risktec we truly believe that companies will only be successful in the long term if they incorporate sustainability and social responsibility into the way they manage their business.

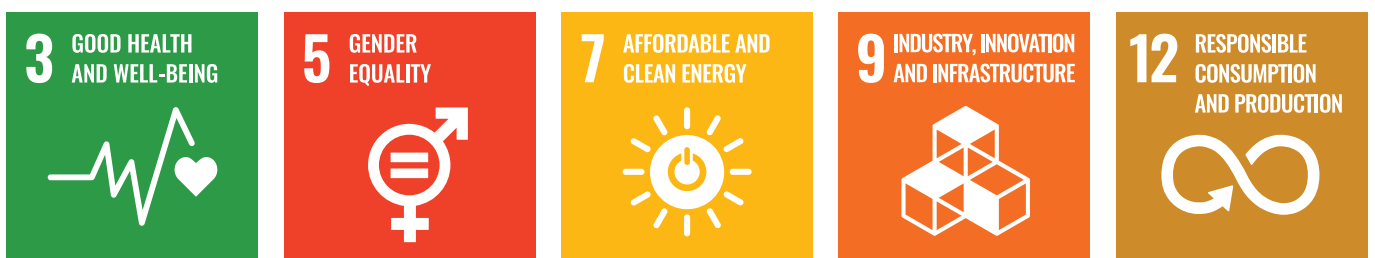
This means two things to us. Firstly, through the services we offer, our mission is to help our clients, and hence society as whole, meet their evolving energy and infrastructure needs in a safe, sustainable and ethical way. Secondly, through our internal policies and practices, we are committed to the responsibility we have as a company to meet the needs of people, society and the environment on a sustainable basis.

We implement best practices and ensure global compliance with human rights and labour standards of equality; occupational safety and mental health and wellbeing; safeguarding; environmental protection; anti-bribery, anti-money laundering and ethical business standards.

Through the actions of our people, we support our clients with the development of clean energy technologies, ensure diversity and inclusion in our operations, and support local community initiatives. We seek opportunities to be part of proactive change which will make a positive difference for the future.

To this end, we have prioritised five UN Sustainable Development Goals to focus and guide our sustainability strategy. This document summarises the activities we are currently completing to achieve each of the SDGs, together with associated actions to be taken over the next three years.

## SUSTAINABLE DEVELOPMENT GOALS





# Good Health and Mental Well-Being



# Good Health and Mental Well-Being



The UN defines this goal as ensuring healthy lives and promoting well-being for all at all ages. At Risktec we recognise the impact that mental health has on our business activities and that promoting and protecting the mental well-being of our people is important for individuals' physical health, social well-being and productivity.

## WHAT WE CURRENTLY DO TO ACHIEVE THIS GOAL

- We have outlined our commitment to this goal within our Mental Health and Wellbeing Policy statement.
- We provide employees with information and advice to support positive mental health and promote working arrangements whereby employees can maintain a healthy work life balance.
- Our culture is open and supportive of personnel experiencing stress or other forms of mental ill-health, and ensures individuals suffering from poor mental health are treated fairly and consistently.
- All employees and their families have access to private healthcare that also includes mental health support.
- We have fully trained mental health first aiders in our business, and the Mental Health First Aid Line Managers Resources book has been distributed to managers.
- Our Health Safety & Environment Policy statement outlines our commitment to protecting our employees' and other stakeholders' physical well-being from occupational hazards, promotes well-being and minimises environmental impacts.
- We ensure we comply with all applicable legal and regulatory HSE requirements and adopt and promote HSE best practise in all our activities.

## FURTHER ACTIONS WE INTEND TO TAKE OVER THE NEXT THREE YEARS

- Incorporate a commitment to physical health and nutrition into our Health Safety & Environment Policy statement and associated guidance into our Health Safety & Environment Management System manual, to solidify our commitment to our employees' physical health.
- Ensure a trained mental health first aider is available within every office and that their responsibilities are clearly communicated to all personnel. Our first aiders will also be empowered and encouraged to implement processes to enable employees and other stakeholders to raise concerns in relation to mental health and well-being.
- Implement a General Forum to further raise awareness of health and mental well-being, in which employees can discuss ideas, provide feedback and suggest any practices that they would like to see implemented.



# Gender Equality





# Gender Equality

The UN defines this goal as ensuring gender equality and empowering all women and girls. Risktec is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce, as it is within our best interests to promote diversity and eliminate discrimination in the workplace. We ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. We are committed to providing equality and fairness to all in our employment and are opposed to all forms of unlawful and unfair discrimination.

## WHAT WE CURRENTLY DO TO ACHIEVE THIS GOAL

- All employees are hired and promoted based upon their qualifications, experience and performance only.
- Our commitment to gender equality is outlined in our Diversity, Equality and Inclusion Policy statement, which highlights our commitment to encouraging a supportive and inclusive culture amongst the whole workforce.
- Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society.
- We do not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.
- To maintain this commitment, we regularly review all our employment practices and procedures so that fairness is always maintained.
- We inform all employees that they are obligated to comply with the requirements of our policy and promote fairness in the workplace.
- We also bring the policy to the attention of all stakeholders, including customers, learners and job applicants.

## FURTHER ACTIONS WE INTEND TO TAKE OVER THE NEXT THREE YEARS

- Appoint a member of the senior management team to be responsible for diversity, equality and inclusion within Risktec, to establish a clear communication hierarchy in which employees feel safe to voice their concerns.
- Elect diversity, equality and inclusion advocates within every office/team, to promote, monitor and protect gender equality.
- Implement a General Forum to further raise awareness of diversity, equality and inclusion, in which employees can discuss ideas, provide feedback and suggest any practices that they would like to see implemented.
- Further investigate if any gender pay gap exists within Risktec and, if present, propose solutions to fill the gap.
- Compile gender and other diversity and inclusion statistics, publish these and compare them to industry averages.



# Affordable and Clean Energy



# Affordable and Clean Energy



The UN defines this goal as requiring organisations to ensure access to affordable, reliable, sustainable and modern energy for all. Risktec's risk and safety management services within the clean energy sectors help clients to develop and safely and efficiently produce affordable clean energy.

## WHAT WE CURRENTLY DO TO ACHIEVE THIS GOAL

- We provide employment in the clean energy field, with our clean energy services helping clients in the energy sector to manage their risks and thus enabling affordable, reliable, sustainable and modern energy for all.
- We demonstrate our current commitment to the utilisation of affordable and clean energy within our business operations by aiming to minimise the consumption of non-renewable/clean energy.

## FURTHER ACTIONS WE INTEND TO TAKE OVER THE NEXT THREE YEARS

- Lobby landlords to provide affordable clean energy to our offices.
- Investigate the introduction of an electric car scheme as an option for all employees in the UK, which would also be financially advantageous to employees due to the favourable tax treatment, and lobby landlords to install charging stations at our offices.
- Encourage employees to cycle to work and lobby landlords to provide secure cycling storage facilities at our offices. Investigate the introduction of a cycle to work scheme.
- Encourage the use of electric, or at least hybrid, hire cars for employees when travelling on business is essential.
- Engage with clients to challenge the need to travel to client sites, especially flying, if a virtual meeting or digital service will achieve the same outcome. If flying is unavoidable, investigate paying to carbon offset the flight.
- Continue to commit resources to further increase the volume of business we conduct in clean energy projects.
- Monitor our carbon footprint and aim to achieve the reductions as set out in our annual HSE targets.





# Industry, Innovation and Infrastructure





# Industry, Innovation and Infrastructure

The UN defines this goal as requiring organisations to focus on building resilient infrastructure, promoting sustainable industrialisation and fostering innovation. Risktec's business involves working with clients in industrial and infrastructure sectors. One of our key values is solutions, which means providing innovative solutions to help clients solve complex risk and safety management issues.

## WHAT WE CURRENTLY DO TO ACHIEVE THIS GOAL

- Our core focus as a business is in helping clients in industrial and infrastructure sectors to achieve their goals safely, reliability and sustainably.
- Innovation is embedded in our core value of solutions.
- Our R&D service line is derived from our culture of innovation and spans six key areas; engineering, science & technology, HSSE risk management, asset integrity management, software tools & products, training & education, and Risktec PhD.
- Our commitment to providing a quality service is demonstrated through our Training and Development Policy statement, which ensures we provide all personnel with the training that contributes to creating competence for their role.
- We ensure that personnel take up the training opportunities provided and encourage personnel to participate in 'Continuing Professional Development' activities recognised by professional institutions.

## FURTHER ACTIONS WE INTEND TO TAKE OVER THE NEXT THREE YEARS

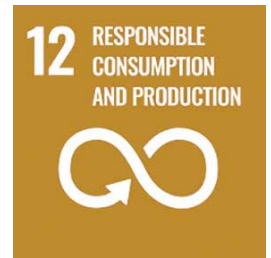
- Expand our consulting services to include additional sustainability related services.
- Continue to innovate our services by digitalising them where commercially viable.
- Continue to develop our R&D links with universities and major clients.



# Responsible Consumption and Production



# Responsible Consumption and Production



The UN defines this goal as requiring organisations to ensure good use of resources, and improving energy efficiency and sustainable infrastructure. Risktec is committed to monitoring our business consumption and subsequent emission production and environmental impact.

## WHAT WE CURRENTLY DO TO ACHIEVE THIS GOAL

- Our commitment to this goal is set out in our Responsible Consumption and Production Policy statement, highlighting what we do to minimise the impact of our business on the environment.
- Despite having a small environmental footprint, we minimise waste production by employing reduction, re-use and recycling techniques at every stage of our operations.
- We operate within full compliance of environmental law and regularly review and update our environmental aspects and impacts register.
- We employ effective waste management practices to identify the most efficient methods to reduce the production of waste and to maximise the re-use or recycling of waste material such as reducing our paper consumption.
- We lease all our offices and work closely with our landlords to minimise our energy consumption.
- Wherever we possibly can, we work electronically to limit printing and the associated energy and material consumption.
- We minimise international travel by having local offices close to our clients, only travelling when necessary and reducing the need for our employees to travel to our offices by supporting flexible home working arrangements.

## FURTHER ACTIONS WE INTEND TO TAKE OVER THE NEXT THREE YEARS

- Investigate engaging a carbon zero consulting provider to evaluate fully and reduce our carbon emissions to net zero.
- Maintain COVID levels of consumables.
- Replace email attachments by hyperlinks, to reduce the carbon footprint of data centres.
- Also see goal 7: Affordable and Clean Energy.



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