



**ESG PROGRESS REPORT** **2023**

# Contents

## The Basics

Our approach to ESG reporting .....	3
From our CEO.....	4
Cyberhawk at a glance.....	5
Our approach to ESG.....	6
ESG Governance.....	7
What Matters to Us.....	8
Our commitments.....	9

## Elevating Our People

Elevating Our People Overview.....	11
What we achieved in 2022.....	12
Our Goals: 2023 - 2027.....	13
Plans.....	14
Occupational Health, Safety & Wellbeing.....	15
Engaging with our employees.....	16
Diversity & Inclusion .....	17

## Protecting Our Planet

Protecting Our Planet Overview.....	19
What we achieved in 2022.....	20
Our Goals: 2023 - 2027.....	21
Plans: roadmap to Net Zero.....	22
Reducing Our Emissions.....	23
Respecting the ecosystems we work in.....	24

## Doing Decent Business

Doing Decent Business Overview.....	26
What we achieved in 2022.....	27
Our Goals: 2023 - 2027.....	28
Plans.....	29
Building a resilient business for the long term.....	30
Being a safe, secure law-abiding partner and employer.....	31

## Appendices

GRI 103 Management Approach Table.....	32
GRI Content Index.....	33-35
Social Data Table .....	36
Environmental Data Table.....	37
Carbon Footprint breakdown.....	38



## Our approach to ESG reporting

Founded in 2008, Cyberhawk is the world's leading engineering company using Unmanned Aerial Systems (UAS) for aerial inspection and surveying, and an industry pioneer in the development of innovative visual asset management and maintenance software.

This is our second Environmental, Social and Governance (ESG) report. After having reported on our strategy, we commit to releasing a new ESG report annually that reflects Cyberhawk's effort to elevate our people, protect our planet and do decent business.

We started to implement our ESG 2022-2027 plan with some effective actions and case studies we will develop in this report. The next challenge is to engage more stakeholders all along our value chain.

This report references the Global Reporting Index (GRI). Please refer to 'Cyberhawk GRI content index 2023' for the full list of disclosures. In line with GRI guidance, our reporting covers our material environmental impacts and performance. We calculate emissions using the globally recognised WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).





## From our CEO

“I am delighted to introduce you to our second ESG Report as we continue to address the tremendous responsibility that Cyberhawk has for the people, our business impacts and the environments we operate within. In the first report we formalised our sustainability approach, so we can keep this as a core focus of the business going forward. This report outlines our progress over the last year, and builds on the goals we set out.

Like everyone else, we're conscious of our responsibility to protect the environment, minimising our impact wherever we can. One of the top quotes from climate and world leaders at COP27 was that "we are on a highway to climate hell with our foot on the accelerator".

While we certainly don't have all the answers on how we can best play our part, we're committed to reducing and minimising our carbon emissions, supporting global UN climate goals. We are excited about the journey ahead and how we can contribute to building a brighter future for everyone, especially our customers.

We appreciate your interest in this report and look forward to continuing on the path of Elevating Our People, Protecting Our Planet and Doing Decent Business with you in the years to come.”

*Chris Fleming*

**CHRIS FLEMING**



## The Basics

### Cyberhawk at a glance

Cyberhawk originated in Edinburgh, Scotland, where our work focussed solely on the inspection of offshore oil and gas assets. Later, we would extend our expertise to the utilities sector, when we added power grid maintenance to our repertoire. As Cyberhawk continued to grow, so did our portfolio and the sectors we operated within. Soon, we became proficient in wind turbine inspection and geospatial data analysis. In 2016, we entered the world of major CAPEX projects and offered a unique construction monitoring solution in the form of our tailor-made software iHawk.

Today, Cyberhawk are known as the world's leading software-led drone inspection company, with offices in Scotland, the US and Qatar. Thanks in no small part to our exemplary safety record and our ISO certification, today we can boast an enviable list of clients dotted all around the world.

#### Key Services



**Asset Inspection**



**Land Surveys**



**Construction Monitoring**

**116**  
employees

**Customers across**



**35 countries**

**1627**  
customers

**Offices across**

**3**  
continents

## The Basics

### Our approach to ESG

**As Cyberhawk grows, we are acutely conscious of the increasingly fragile state of the world in which we operate. We therefore always aim to grow in a responsible and sustainable manner.**

While this is our second ESG report, the Social and Governance components of ESG have been at the core of our business since we were founded in 2008.

We are committed to putting our ESG strategy at the heart of our business and throughout our sales process vow to promote our ESG strategy to help our customers and partners achieve their own ESG targets:

- We take an active part in our customer's value chain and disclose our emissions and plans on their reporting platforms.
- We encourage our suppliers to monitor their carbon emissions to be part of the engagement to reduce their footprint.
- We encourage our people to identify actions through Peakon surveys.
- We have created internal workshops to actively improve our ESG Plan.

We recognise, however that while our services support clients to maintain critical energy infrastructure and prevent wildfires in the US, that our work in the oil and gas sector is varied and can also support the maintenance of existing assets in fossil fuel production. Where possible in future, we will seek opportunities to support clients with the green transition.

### Carbon Solutions For Our Customers

Our work to bring down emissions is not restricted solely to our own carbon footprint but also stretches out to that of our clients too.

Traditionally, within the power grid industry, overhead line inspections have been conducted either by linesmen or, in most cases, by helicopter.

As a solution, the helicopter does not align with the environmental responsibility that modern businesses are faced with today. This is not the case for drone-based inspections.

Recent research has revealed that compared to drones, helicopter inspections produce at least **four times**, and in some cases up to **twenty times** the carbon emissions.



## The Basics

### ESG governance



**Phil Buchan (COO)** has been with Cyberhawk for 12 years and there are very few jobs he hasn't done in that period. Now, as our COO, he is ultimately responsible for our ESG goals being delivered.

**3**  
months

**Quarterly reviews** will be instrumental to our ESG goals and commitments. We will review our progress within each of the three pillars of ESG from an individual level and from a company-wide standpoint.



**Our Senior Leadership Team** will head up our efforts, and monitor our adherence to our commitments with input from our board members for a greater overview.

### ESG Workflow

ESG Targets & commitments established through initial discovery phase with relevant stakeholders, i.e. customers, employees, investors & suppliers



List of targets and commitments formally agreed upon by Cyberhawk Leadership Team



These aims will then be incorporated in and become integral to Cyberhawk's annual business plan



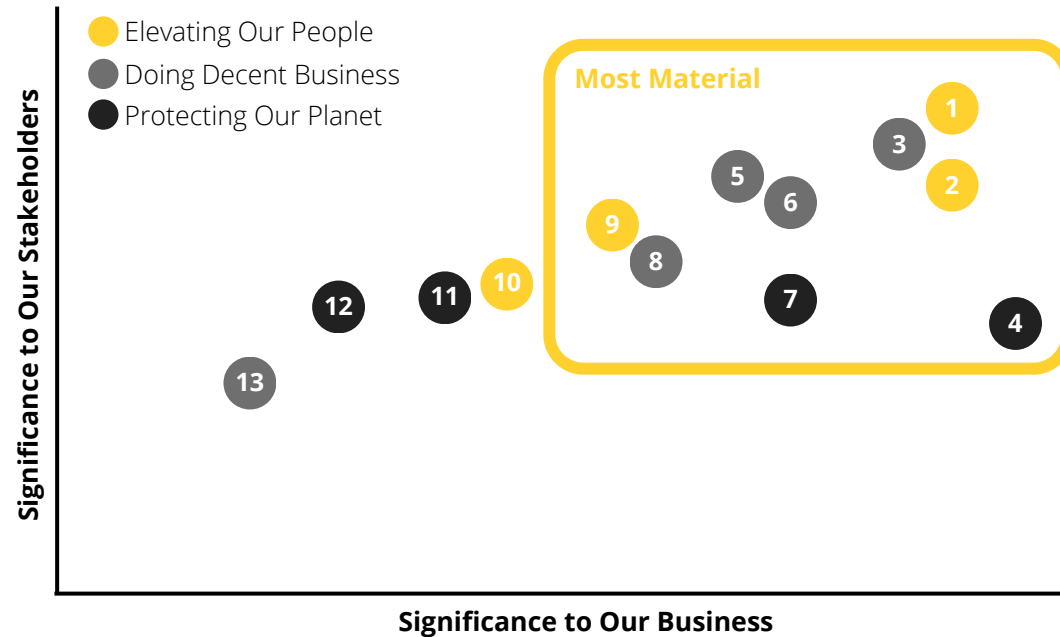
All Cyberhawk employees will then have relevant aims and commitments worked into their employee objectives to aid maximum change



Objectives will be reviewed quarterly by the senior leadership team to ensure they continue to reflect aims with the full process taking place annually

## The Basics

### What matters to us



Rank	Topic
1	Employee Engagement, Diversity & Inclusion
2	Occupational Health & Safety
3	Business Model Resilience
4	GHG Emissions & Climate Change
5	Business Ethics
6	Data Security
7	Environmental Compliance
8	Risk Management
9	Training and Education
10	Customer Privacy
11	Impact on Biodiversity
12	Product Design & Lifestyle Management
13	Supply Chain Management

To identify the most material ESG topics for in our initial ESG report in 2021, we worked with a third party consultancy to run a materiality assessment engaging with each of our stakeholder groups (customers, employees, investors and suppliers) to find out which ESG topics were most important to them. We ran a similar exercise with the senior team to consider which topics were most relevant to Cyberhawk as a business.

Using these material issues as a foundation, we developed an ESG strategy, reflecting existing ESG-related activity and future ambitions and initiatives, categorised under 3 headings: **Elevating Our People**, **Protecting Our Planet** and **Doing Decent Business**. It sets out our company's commitments to increase our positive social and environmental impact and reduce our carbon emissions, underpinned by processes to ensure we operate in a responsible manner.



# Our commitments

## UN Global Goals

### Elevating Our People

- Continually developing solutions that remove people from working in dangerous situations, whether it be with our clients, partners or employees.
- Making sure our people end their working day safe and well every day, and their working environment supports mental health and wellbeing.
- Attract and retain talent that is truly inclusive and diverse, we celebrate difference and the value this brings to our global team.
- Constantly challenge our ways of working to maintain the sense of belonging that sets Cyberhawk apart as an employer of choice.

### Protecting Our Planet

- Continually developing lower carbon solutions for our customers.
- To reduce and minimise our carbon emissions, supporting global UN climate goals (Paris Agreement 2015).
- Respect and protect the ecosystems in which we work.

### Doing Decent Business

- Mapping our governance structure for accountability and transparency across our ESG-related commitments and regularly report on our progress to our Board, employees and suppliers.
- Continually review our strategy and business plan to proactively respond to changes to our markets and socio-economic operating environment
- Review our Corporate Risk Register quarterly and address risks within it in line with our ESG strategy.
- Invest in our cybersecurity to minimise risk to data we store on behalf of our employees, suppliers and customers



# Elevating Our People

Introduction

Social

Environmental

Governance





## Elevating Our People

### Overview

The building blocks of any good company are the people it is made up of - and that's especially true at Cyberhawk. Our business was founded to remove people from hazardous situations and we have always placed people at the heart of everything we do.

The results of the materiality assessment underlined how important all stakeholders believe our people are, and we are committed to continue to support and elevate our people .

#### Commitments

##### Employee Engagement

- Continually develop solutions that remove people from working in dangerous situations, whether it be with our clients, partners or employees.

##### Occupational Health & Safety

- Ensure our people end their working day safe and well every day, and their working environment supports mental health and wellbeing.

##### Diversity & Inclusion

- Challenge our ways of working to create the sense of belonging that sets Cyberhawk apart as an employer of choice.

##### Training & Education

- Attract and retain talent that is truly inclusive and diverse, and celebrate difference and the value this brings to our global team.

### The Reason It All Started

Energy delivery is dependent upon reliable, working assets that transport energy from the point of generation to its ultimate output, whether that be at someone's home, a business or the various other places where energy or power is essential. These integral assets can take many forms, including that of a lofty wind turbine, towering transmission lines or a colossal oil rig. For too long, inspectors were expected to take calculated risks; to scale tremendous heights or enter dark, confined spaces to make sure equipment was functioning correctly.

That was before Cyberhawk.

We realised that drones offer a unique aerial prowess, with their size and dynamism, that could remove the requirement for people to work in such hazardous situations.



## Elevating Our People

### What we achieved in 2022

We are proud to have made good strides over the last year towards the goals we set out in our first ESG report.

In 2022, Cyberhawk's female representation rose to 16%, up from 10% in 2021, in part thanks to an increased effort to use specific recruitment platforms such as Woman Engineering Society, RightJob and Women in Technology Jobs.

Members of the Cyberhawk team have participated in a number of outreach STEMM events, including Edinburgh Career Fair, BAM careers fair, and a visit from the The Robertson Trust scholars and the Juniper Associates.

Our HR team has implemented improved ethnicity and disability tracking of applicants, and expanded our board reporting of protected characteristics.



**40% reduction**  
in equipment incidents  
/ 1000 flight hours



**512 days**  
of training completed



**6% increase**  
in female representation





## Elevating Our People

### Our goals: 2023-2027

While we're aware that positive ambitions are all well and good, without tangible goals, they can quickly fall off the table if not combined with accompanying actions. That's why we've drawn up a list of working goals that will help us meet the expectations we've placed on ourselves.

#### Our Objectives

- Reduce the number of safety incidents year on year, including no RIDDOR incidents.
- Continue to remove workers from hazardous working environments by providing alternative solutions through our inspection services.
- From **2023**, achieve 0.2 points above benchmark for employee engagement on business engagement platform Peakon.
- From **2023**, achieve a top 25% score on Peakon of how employees perceive Cyberhawk as an inclusive employer.
- By **2025**, achieve a top 25% score on Peakon for the Peakon well-being measure to reflect positive employee health and wellbeing at Cyberhawk.

#### Who's Responsible?



##### John Comisky (CFO)

John joined Cyberhawk as Chief Financial Officer in 2019 and has been instrumental in its rapid growth in recent years. He will work in tandem with Nick to make sure we meet our social objectives.



##### Nick Stewart (CIO)

Nick joined Cyberhawk in 2016 and is central to our aspirations in the software market as he spearheads our flagship data visualisation platform, iHawk.



## Elevating Our People

### Plans

In addition to the goals that we've set ourselves, in 2021 we put in place actionable plans that will help us achieve these goals; whether that be through the promotion of self-growth, or broadening our diversity. In 2022, we continue these plans with the aim of achieving them by 2027.

- Commit to instilling our ESG objectives into our individual performance objective for every employee.
- Embed dynamic personal development and training plans across the business.
- Create diversity of talent plan for 2023 including internship program for women in drones.
- 1:1 unconscious bias awareness coaching for all managers.
- Review and reissue Cyberhawk staff handbooks to enshrine Cyberhawk culture, values and ESG strategy.
- Develop an internal communications plan to promote and constantly reinforce Cyberhawk's 'Elevating Our People' Plan.
- Ensure Cyberhawk employee benefits are aligned to the 'Elevating Our People' commitment.
- Organise 2 STEM events annually for young people from under represented groups.
- Implement Cyberhawk's annual occupational health and safety plans.
- Evaluate existing major incident plan process and refresh accordingly.





## Elevating Our People

### Occupational safety, health & wellbeing

At Cyberhawk, we give Health, Safety & Wellbeing the highest priority over anything else – including commercial, operational, environmental or social pressures.

That's why we do things like put additional emphasis on accreditation processes for drone pilots. We purposefully created a gold standard level of pilot training that puts potential Cyberhawk pilots through their paces - far beyond the baseline requirements needed to fly legally in the UK or the US.

We also put an real onus on mental wellbeing and are firm advocates of the link between physical health and mental health.

Because of this, we offer all Cyberhawkers free gym membership, a cycle-to-work scheme, and access to Bupa health care.

**Did you know? In 2022, Cyberhawk's drone teams saved our customers over 11,327 days of surveying time in hazardous areas - almost a 50% increase over 2021.**

## Case Study: Cycle-to-work

### Finlay Belfield

I applied for the cycle-to-work scheme at the end of last summer to upgrade my bike and start cycling to work. I wanted to do this to get myself out and about and get fitter, and it has the extra benefit of saving a bit of fuel and paying less overall for the bike.

It has allowed me to get into a good routine of cycling once or twice a week, on the days with better weather. Living in the city centre it takes not much longer than driving at just over an hour and follows the canal for the most part, avoiding roads and staying flat. Plus not using the car is of course better for the environment too.

The one thing I learnt the hard way is to be careful crossing little wooden bridges, they can be a little slippery. Other than that, it has been an enjoyable way to travel, with the right number of layers on!





## Elevating Our People

### Engaging with our employees

Cyberhawk was founded on a very strong set of values which lie at the heart of everything we do, inspiring positive behaviours that are embedded in our day-to day work.

A lot of our operations involve working in remote places, often braving the elements, most of the time with other Cyberhawkers. That means an excellent work ethic is imperative – but equally, so is a willingness to seize the adventure and to have fun doing so. That's what makes up Cyberhawk's DNA.

#### Values in Action

One of the ways in which we communicate and reinforce our values to our teams is through our weekly all-staff call.

Cyberhawkers from all around the world dial in on a Thursday and, in a segment we call Values in Action, give shout-outs to the people who have lived our values best that week.

This could be in the form of a team working together to get the job done (**One Team**), and doing it while having fun (**Show Up and Have Fun**). Whatever form it takes, recognising each other for these actions strengthens our team spirit and our shared values.



## Cyberhawk Values



#### One Team

Working hard and sharing knowledge helps us all succeed. We engage, offer assistance & lead by example until the job is done.



#### Grow

We thrive by seeking new challenges and continually listening. We teach & learn every day and are never afraid to make mistakes.



#### Be Open

Honest communication builds clarity, trust & mutual respect. We have difficult conversations because we know it helps us improve.



#### Gold Standard

By striving to do better than we did yesterday, we get the best results. We deliver on our promises & produce work that we're proud of.



#### Show Up and Have Fun

We get stuck in, contribute in our own way but don't take ourselves too seriously. We get the job done safely & enjoy what we do.



#### No Drama

Taken from a Scottish colloquialism, this value over-arches all the others and is at the heart of every job that we do and that it gets done without bluster or fuss.

## Elevating Our People

### Diversity & inclusion

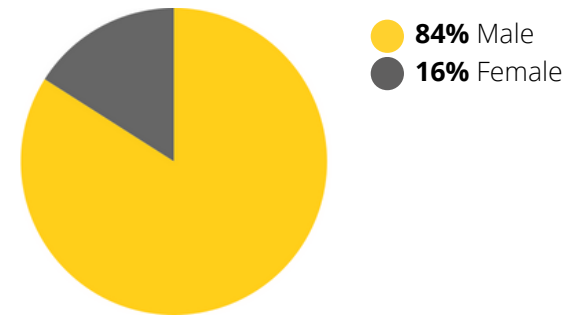
We are firm believers in the value that diversity brings to any collective – be that a personal or professional one. While our sector has not always reflected that, we are committed to instigating a sea-change and are always looking to attract and retain talent regardless of background, demographic or orientation.

We are huge advocates of having varied experiences and backgrounds within a company as it unlocks different thinking and approaches to business challenges.

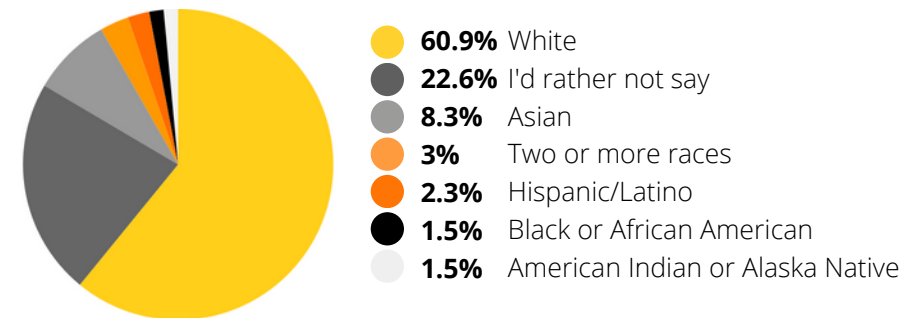
Cyberhawk's commitment to diversity and inclusion is set out clearly in the company induction document. We're committed to never discriminating against a worker or employee based on any protected characteristics of: age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, marital status or civil partnership.

While we are aware we are not where we'd like to be yet, we are making progress. A key workstream going forward is to identify diversity targets for the business and develop a Diversity Talent Plan to deliver these.

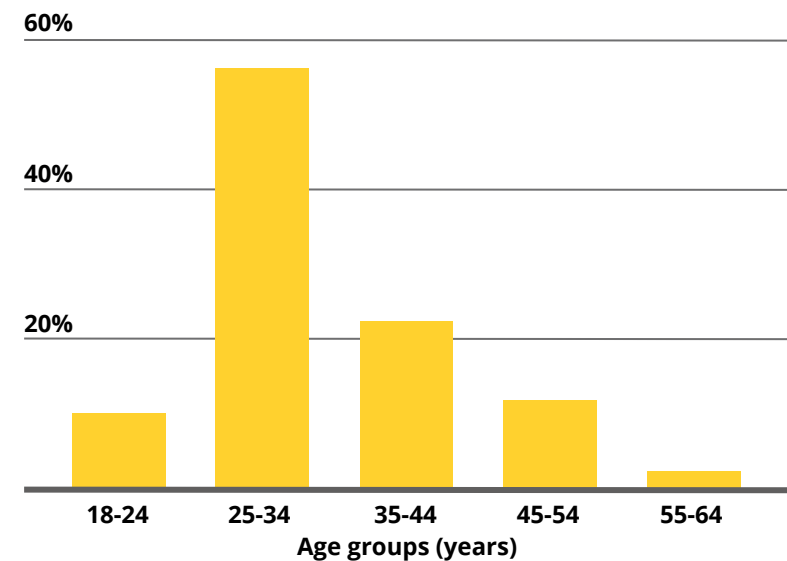
**Figure 1.** Gender breakdown of all Cyberhawk employees in 2022



**Figure 2.** Depiction of Cyberhawk employee ethnicity in 2022



**Figure 3.** Age profiles of all Cyberhawk employees in 2022







# Protecting Our Planet

Introduction

Social

**Environmental**

Governance



## Protecting Our Planet

### Overview

Like a lot of businesses in 2022, Cyberhawk have come to realise the urgency of tackling the climate crisis. Similarly to how we as individuals have to make sure tomorrow's world is a habitable place for our children, that same responsibility stretches out to us as a collective too – in this case, in the companies that we work with.

The environment is a huge part of the reason we undertook the strategic ESG approach to bettering Cyberhawk, so that what we do will be measured, thoughtful and impactful.

We know that we are at the beginning of our journey and don't have all the answers just yet, but we have begun the process by developing targets aligned with the **Science Based Target Initiative** and have become signatories to the United Nations Race to Zero campaign under the **SME Climate Commitment**.

#### Commitments

##### Environmental Compliance

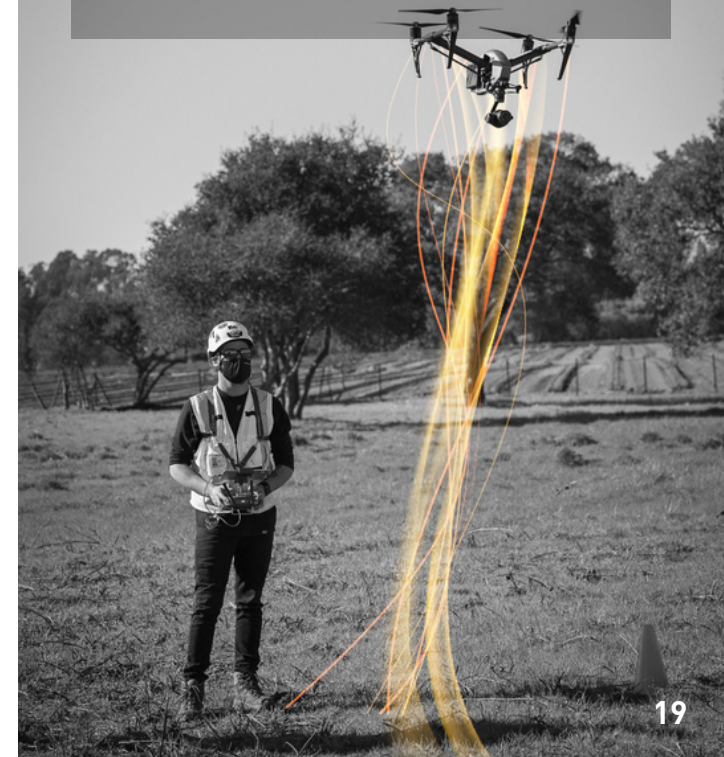
##### GHG Emissions & Climate Change

- Develop lower carbon solutions for our customers and support their transition to Net Zero with our technology and software-led solutions replacing high carbon methods
- Reduce and minimise our carbon emissions, supporting global UN climate goals (Paris Agreement 2015)
- Respect and protect the ecosystems in which we work
- Fulfill our commitment as a signatory to the UN's Race to Zero campaign under the "SME Climate Commitment"

### QHSE Certifications

Cyberhawk are ISO14001-2015 certified. That means we have met the international standard that specifies requirements for an effective environmental management system (EMS).

Our procurement lines have also been independently verified by revered supply chain management firm Achilles Information Limited.



## Protecting Our Planet

### What we achieved in 2022

In 2022, we created our first ESG report, wherein we disclosed our 2021 carbon emissions as our baseline year, and set out our goals going forward. Over 2022 we have made progress towards these goals in a number of key ways.

- We have reduced our yearly corporate CO2 emissions by 16%, well above the target of 5% we set according to SBT guidelines in last year's report.\*
- In order to cement our commitment to reaching net zero by 2050, we became a signatory to the UN Race to Zero campaign, and made the SME Climate Commitment to reduce our Scope 1 & 2 emissions by 50% by 2030.
- Our employee engagement platform, Peakon, now contains quarterly questions relating to our ESG objectives. A taskforce made up of voluntary team members meets quarterly to discuss score proposals, and implement the most impactful into our carbon reduction roadmap.



**9,960 miles**  
driven in our electric van



**2 new**  
office e-bikes



**16% decrease**  
in corporate CO2 emissions\*

### Offsetting

One of the presiding ambitions of developing our ESG strategy was to reduce our carbon footprint and ultimately become a Net Zero business.

However, in the short-term, we work in tandem with **Abatable**: a carbon procurement platform that help connect carbon project developers intermediaries and corporates.

We invested in carbon credits to offset **all 2020 & 2021 carbon emissions** and we will do it for **2022 emissions** as well. The projects were oriented towards carbon avoidance and forest protection.

\*While this is a promising start, at least some of this decrease is due to changes in reporting methods between 2021 and 2022. We hope to have this transition smoothed out over the coming year so that we can produce more accurate and representative emissions data going forward.

## Protecting Our Planet

### Our goals: 2023-2027

As a modern company with an international presence, we're aware that urgent climate action is required if we are to have a planet to live and work on.

While we don't have all the answers, we do know we need to reduce our emissions and play our part in the global transition to net zero.

In order to do that, we've come up with overarching objectives to aim for:

#### Our Objectives

- We seek out and embrace new products and services that reduce the environmental impact of our customers
- We seek out and embrace new technologies to minimise the environmental impact of our operations
- We promote and support low carbon working lifestyles for our teams
- We meet legal environmental compliance and go above and beyond where possible
- We design our working practices to respect the places and environments in which we operate.

#### Who's Responsible?



##### **Matt Zafuto (CCO)**

Matt joined Cyberhawk in 2022 to lead our marketing and sales teams as we continue to grow our business globally.



##### **Nick Stewart (CIO)**

Nick joined Cyberhawk in 2016 and is central to our aspirations in the software market as he spearheads our flagship data visualisation platform, iHawk.



## Protecting Our Planet

### Plans: roadmap to Net Zero

In line with the **Science Based Targets** initiative we developed the below roadmap that is in-line with our sector, our company and, most importantly, our Net Zero ambitions.

In 2022, we cemented our strategy and commitments in our first ever ESG report. We reduced our carbon emissions by 16% compared to 2021.

2022

50% reduction

By 2030, we have committed to reducing our yearly carbon emissions by **50%** compared to our baseline year (2021). We're approaching this aim in line with the Science Based Targets initiative, which defines and promotes best practice in emissions reductions and net-zero targets in line with climate science, specifically for information and communication companies.



2030

While we have not currently road-mapped beyond 2050, at Cyberhawk sustainability practices will always be at the core of how we operate. As time passes, the needs of the planet and the responsibilities of companies will change, and we will continue to diligently update our practices in line with these changes.

Beyond

2021

2023

In 2023, we issued this ESG Progress Report, to update key stakeholders on progress over the previous year. A new progress report will be published each year.

Although the principles have always been at the core of Cyberhawk, in 2021, we defined our ESG strategy for the first time.

We have committed to becoming a **net zero** company by 2050 as part of the SME Climate Commitment to:

1. Halve our greenhouse gas emissions before 2030
2. Achieve net zero emissions before 2050
3. Disclose our progress on a yearly basis

By committing to this initiative, we are proud to be recognised by the United Nations Race to Zero campaign, and join governments, businesses, cities, regions, and universities around the world that share the same mission.



2050

Net zero

## Protecting Our Planet

### Reducing our emissions

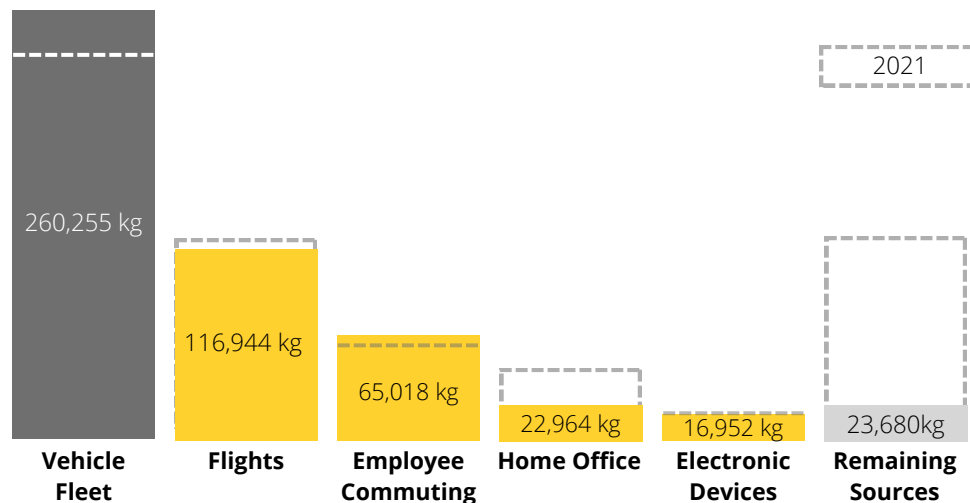
As part of our commitment to bettering our environmental efforts, we first had to understand the extent to which our actions were affecting the planet. For our initial report in 2021, we enlisted a third-party to help us understand exactly where our emissions were coming from. We've since taken on recording of our carbon emissions internally.

To define our usage we adopted the most widely-used international accounting tool, the **Greenhouse Gas (GHG) Protocol**. It categorises emissions into three separate scopes:

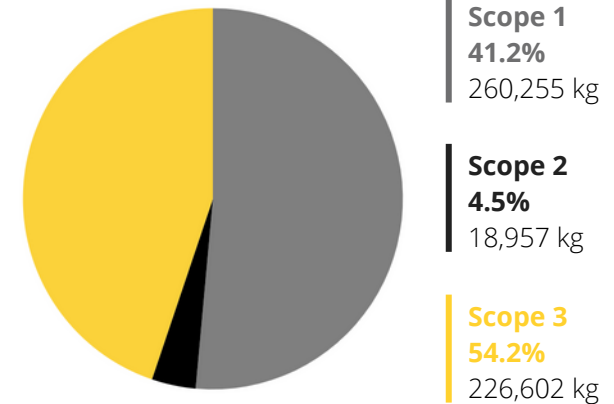
**Scope 1** - direct emissions generated by Cyberhawk, i.e. company facilities and vehicles

**Scope 2** - emissions released through purchased energy, e.g. electricity and district heating

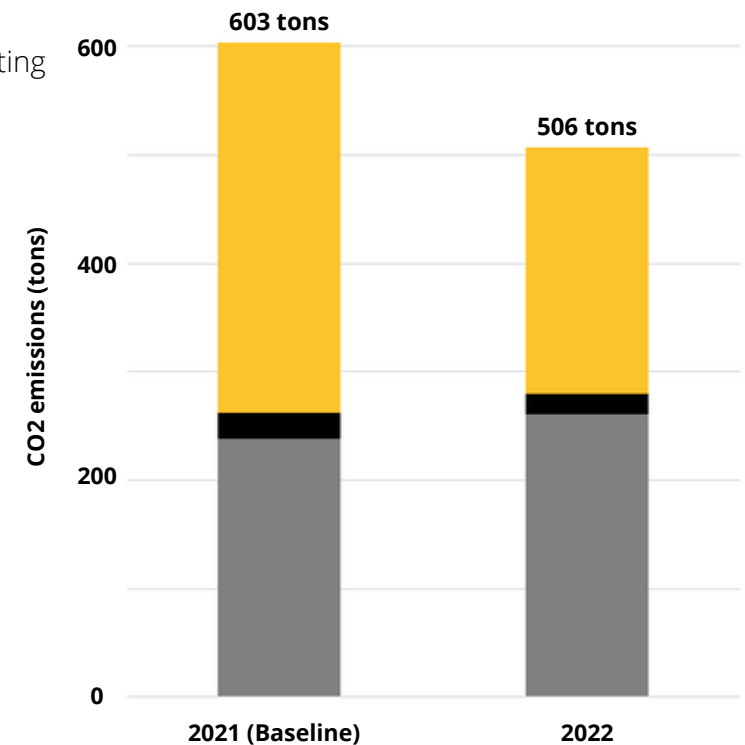
**Scope 3** - indirect emissions such as employee commuting and purchased services.



**Figure 1.** The largest sources of CO2 emissions for 2022



**Figure 2.** Division of 2022 CO2 emissions into Scopes 1, 2 and 3



**Figure 3.** Comparison of yearly carbon emissions since 2021

## Protecting Our Planet

### Respecting the ecosystems we work in

The natural world is always at the forefront of our minds at Cyberhawk - in fact, you could say it's a prerequisite to being part of the team.

That's why we design our working practices to respect the places and environments in which we operate. Our aim is to get in, do our job professionally and let nature be as much as possible.

To make sure this happens we run various kinds of biodiversity training including:

#### **Birdlife:**

While there's no end to the types of wildlife we encounter, birds are perhaps the most common. That's why we make a point of giving them special attention pre-flight. This can include anything from considering nesting areas during breeding seasons to collating information on known birds of prey territory.

#### **Sites of Special Scientific Interest (SSSI):**

An SSSI is a formal conservation designation that's usually of interest due to rare species of fauna or flora it contains - or sometimes important geological or physiological features that may lie within its boundaries. It's our job to know where these exist and make sure we don't disturb them.

### Case study: An electric roadtrip

Recent operations in the Adriatic Sea presented an opportunity to test the benefits of long-distance travel in our electric Vauxhall Vivaro. Economically, driving was the best option: flying with the required drone batteries was not possible due to their size, and it would have been cost prohibitive and time-consuming to ship them both ways. This presented a chance to get real-world experience and data on whether the electric van is a viable alternative for longer journeys.

Over four days of driving the team covered **2101 miles**, requiring **22 charging sessions** totalling **13 hours**. Total consumption of **840kWh** meant a saving of **611kg CO2** compared to a diesel alternative. The cost of the journey was almost identical to using a diesel alternative, however the latter would have required significantly fewer fuel stops. Perhaps surprisingly, the team found that required stops were not particularly disruptive; they took advantage of the stops to eat and take a break from driving, and both agreed they would be happy to do the same journey again in the future.







# Doing Decent Business

Introduction

Social

Environmental

**Governance**



## Doing Decent Business

### Overview

Cyberhawk has always believed in acting responsibly as a business - whether that be in the form of doing right by our people, by lessening our environmental impact where possible or working ethically in our choice of clients and procurement. Now though, as we grow, we are focused on ensuring this founding methodology is cemented in our policies and practices so that 'doing decent business' is not just a belief but an underlying principle of Cyberhawk.

### Commitments

#### Occupational Health & Safety

#### Business Model Resilience

#### Business Ethics

#### Data Security

#### Risk Management

- Continue to be to being a fair, safe, secure and law-abiding partner and employer across all locations.
- Build a resilient business for the long term.
- Ensure our customer's and team's valuable data is secure.

## Ensuring the Data of Our Customers and Teams is Secure

We will continue to invest in our cybersecurity to minimise risk to data we store on behalf of our employees, suppliers and customers.

This is in line with our internationally recognised ISO27001-2020 certification.

This certification provides requirements to manage the security of assets; such as financial information, intellectual property, employee details or information entrusted by third parties to the company



## Doing Decent Business

### What we achieved in 2022

High standards of business ethics have always been a core part of Cyberhawk, and 2022 saw us take important steps towards our aims. Crucial to the creation of our first ESG report was our ESG survey, which gave stakeholders, customers & employees a chance have their say, and define our company priorities moving forward.

- In October 2022, we successfully certified our US branch to the same standards as our Edinburgh HQ, with the British Assessment Bureau. (ISO9001, ISO14001, ISO 45001 and ISO27001).
- In 2022, 98% of Cyberhawk staff undertook anti-bribery and corruption training, and we created a gift & hospitality register, to properly monitor incoming or outgoing gifts.
- We have continued to improve how we communicate, both internally and externally including monthly 'Lunch & Learns' to encourage knowledge sharing between teams, and weekly 'All staff' meetings where important company information is disseminated, and company values are reinforced.



**118 employees**  
given anti-bribery and  
corruption training



**10 lunch and learn**  
sessions per year



**100% of our policies**  
are reviewed annually



Alongside our first ESG report, we produced a short video, which introduces external audiences to some of the key points of the report. It is hugely important to maintain open communication around ESG with both individuals in the company and out. The video serves as a gateway to draw in more readers to explore the report, and informs participants of the initial survey of the outcomes that are resulting from their input.



8289



## Doing Decent Business

### Our goals: 2023-2027

While we are a rapidly growing business, it is imperative to us that while we take the right steps from a commercial standpoint, that we don't lose our ethical footing in the process.

We're keen for Cyberhawk to be a force for the good in the world wherever possible and we can only do that by creating and communicating clear targets that reflect our sensibilities as a company.

#### Our Objectives

- Continue to be ISO accredited for health & safety, quality, environment and data security.
- By 2023, review and discuss ESG progress at every Cyberhawk Board meeting.
- Ensure our Experian credit rating remains in the 'low risk' category.
- Review and update policies on a yearly basis to ensure policies are always fit for purpose.
- Provide an overview of our commitments and compliance certificates on our website.
- Provide refresher training on anti-bribery and corruption to relevant employees every two years.
- Achieve ISO certification for the Qatar business in 2023.
- Update our employees on ESG progress quarterly and will ensure they are engaged in and contribute to how we achieve our goals.

### Who's Responsible?



#### John Comisky (CFO)

John joined Cyberhawk as Chief Financial Officer in 2019 and has been instrumental in its rapid growth in recent years. He will work in tandem with Phil to make sure we meet our governance objectives.



#### Matt Zafuto (CCO)

Matt joined Cyberhawk in 2022 to lead our marketing and sales teams as we continue to grow our business globally.

In the fast-moving environment we operate in, it is more essential than ever to maintain the highest possible standards in terms of governance, ethics, safety and risk management. These form the foundation upon which all our social and environmental and business aspirations are built.

**John Comisky**, Chief Financial Officer



## Doing Decent Business

### Plans

In order to make sure we achieve our objectives, we've put in place supporting plans that will help us get to where we want to be from a governmental perspective; whether that be through rigorous risk assessments, internationally accepted accreditations and certifications or working with ethical and responsible third parties.

- Complete a transition to digital records for all HR and financial systems.
- Create an ESG steering group, led by executive sponsor Phil Buchan and establish a process for governance over ESG strategy and performance and employee communication.
- Continue to produce high quality Risk Assessments and Method Statements and continually produce audit reports.
- Review and update policies to ensure they are always fit for purpose.
- We will update our employees on ESG progress quarterly and will ensure they are engaged in and contribute to how we achieve our goals.
- Introduce ESG objectives as a fundamental performance objective for every Cyberhawker.
- Develop a Human Rights Policy that respects the International Bill of Human Rights.
- Review due diligence process for all partners in the context of doing Decent Business



## Doing Decent Business

### Building a resilient business for the long term

We will map our governance structure for accountability and transparency across our ESG-related commitments and regularly report on our progress to our Board, employees and suppliers.



#### The Board

The board is ultimately responsible for the overarching operation of the business and commitment to all ESG policies, practices and goals.



#### Senior Leadership Team

The SLT will communicate the progress and effectiveness of all ESG goals in accordance with strategy and aims.



#### Phil Buchan COO

Phil will interact with department heads, managers and ESG pillar champions to determine how commitment to policy is being adhered on an individual level.



#### Doing Decent Business

John and Matt will combine to make sure we are governed as we possibly can be.



#### Protecting the Planet

Nick and Matt will work with Phil regarding environmental aims.



#### Elevating Our People

John and Nick will liaise with Phil on all social matters.



## Doing Decent Business

### Being a safe, secure law-abiding partner and employer

As part of our dedication to being a secure, trustworthy employer and partner, we regularly review our strategy and business plan to proactively respond to changes to our markets and socio-economic operating environments.

We will also give the utmost priority to the review our Corporate Risk Register on a quarterly basis and address risks within it in line with our ESG strategy.

#### Safety First

At Cyberhawk, we know that without the correct level of attention and diligence towards safety, accidents and risk are right around the corner. That's why we strive for the Gold Standard in safety and precautionary action for both our employees and partners.

##### ISO45001-2018

This internationally-recognised certification relates to the occupational health and safety management system, and gives guidance for its use, to enable us to provide a safe and healthy workplace.

##### Site safety audits conducted by line managers:

These checks scrutinize elements such as procedural operations, PPE and whether Cyberhawk documentation is reflective of reality of working out in the field.

##### 4x4 familiarisation training:

Vehicle driving training is given to all operational employees so that they are adept at handling the unique characteristics and technology associated with a 4x4 vehicle and ready for any terrain.

##### Supplier and sub-contractor QHSE audits:

Introduced in 2021, this ensures that third-parties we trade or work with follow our best practices relating to safety or the environment and uphold our standards.

##### Emergency response plan exercises:

These exercises are performed twice a year to simulate various types of emergency. These can include but not limited to anything from equipment failure to kidnappings.

##### Risk reviews:

Risks are reviewed twice a year and scrutinize the Cyberhawk Risk Register - this includes looking closely at equipment, access, new risk data and both general and specific risks.

##### Airwards public safety award:

In May 2022, Cyberhawk won the public safety award at Airwards in relation to wildfire prevention and for our contribution to power grid inspection

## A Fair Partner & Employer

The Cyberhawk Code of Ethics identifies minimum ethical standards of conduct required by everyone who undertakes work for, or on behalf of, the company. This is given to individuals at point of induction to the company and relates to tolerance, safety and legal regulations.

#### Anti-bribery and corruption policy:

- Cyberhawk has a zero tolerance stance on bribery and corruption.
- Staff are made aware of this position as part of our employee handbook.
- Training takes place on a two-year basis in alignment with revered security training platform KnowBe4.

**KnowBe4**  
Human error. Conquered.

## Appendices

### GRI 103 Management Approach Table

Material Topic	Relevant GRI Standard	Explanation of why the topic is material	Topic Boundary
<b>Employee Engagement</b>	GRI 401: Employment	As an employer of more than 100 permanent employees across the UK, USA and Middle East, Employee Engagement is very important to Cyberhawk, and the culture of the organisation. The materiality assessment identified Employee Engagement along side Diversity and Inclusion as the top material topic. The company uses Peakon, an employee engagement tool to identify the impact Cyberhawk has on its employees. Cyberhawk also works with a small number of contractors who are contracted for a specific task/period of time via freelance contracts.	Cyberhawk are directly responsible for the impacts of this topic as the impacts occur within their employee base, both permanent and temporary
<b>Diversity &amp; Inclusion</b>	GRI 405: Diversity & Equal Opportunities GRI 406: Non-discrimination	As an employer of 93 permanent staff and additional contractors, Cyberhawk has the responsibility to promote diversity and inclusion within the organisation, and ensure it creates an environment where discrimination does not occur. Diversity and Inclusion was identified along with Employee Engagement as the top material topic via the the Materiality Assessment which included a survey to all employees.	Cyberhawk are directly responsible for the impacts of this topic as the impacts occur within their employee base, both permanent and temporary
<b>Occupational Health and Safety</b>	GRI 403: Occupational Health & Safety	Occupational Health and Safety is of paramount importance to Cyberhawk, and is seen by all Stakeholders as a material topic. Cyberhawk is ISO45001 certified and runs a H&S management system to manage and control risks. All Cyberhawk workers are covered by this system. Further details can be seen in Cyberhawk's QHE management system (available on request).	Impacts occur across all Cyberhawk entities. Risks are related to our inspection & survey operations: our processes and risk based approach is key to mitigate the risks, and our document system (with a detailed Global Ops Manual for example) supports all activities
<b>Business Model Resilience</b>		Business continuity plans and risks assessment ensure Cyberhawk's resilience and capacity to deal with changing environments	Impacts occur across all Cyberhawk entities
<b>GHG Emissions and Climate Change</b>	GRI 302: Energy GRI 305: Emissions	All business' need to play a part in addressing the climate crisis and reducing GHG emissions is a topic that is seen as material by our stakeholders and our business. Cyberhawk's main sources of GHG emission are the company's fleet, business travel and operating our offices (home and corporate).	Cyberhawk's GHG emissions are directly related to the organisation's operation in geographies where they operate; UK, USA, Qatar. The main sources of emissions are from the company's fleet and travel
<b>Business Ethics</b>	GRI 412: Human Rights Assessment	Cyberhawk has internal values and fundamentals that set the internal code of ethics for all those who work with us. Being an ethical business is a high priority for all stakeholders. We are developing a Human Rights Policy that respects the International Bill of Human Rights. Training on anti-bribery and corruption is provided for all employees.	Respecting Human Rights and Anti-Corruption is relevant for all who work with Cyberhawk, our suppliers and our customers
<b>Data Security</b>		Cyberhawk holds data from clients and employees and the materiality assessment identified this as a material topic for the business. Cyberhawk is ISO 27001 certified and runs an Information Security Management system.	Risks are related to our collecting-processing-delivering data process
<b>Environmental Compliance</b>	GRI 307: Environmental Compliance	Cyberhawk is ISO 14001 certified and runs an Environmental Management system to manage environmental compliance in all markets in which we operate	Cyberhawk identifies the environmental risks and impacts related to its activities in all markets we are active in
<b>Risk Management</b>		Our management systems run on a risk-based approach. Impact analysis and risk assessment are carried out regularly.	Risk management applies to all areas where Cyberhawk operates
<b>Training and Education</b>	GRI 404: Training and Education	Supporting and developing our people is a key priority for Cyberhawk to ensure the business delivers our services effectively and our people are engaged. Cyberhawk has a training process, and all staff have a Personal Development Plan that identifies the areas for development for each employee.	This topic relates to all Cyberhawk staff including contractors

# Appendices

## GRI Content Index

GRI Standard	Topic	Disclosure title	Information or identification of where reported
<b>GRI 101: Foundation 2016</b>			
<b>General Disclosures</b>			
<b>GRI 102: General Disclosures 2016</b>	<b>Organizational profile</b>	102-1 Name of the organization	ESG Progress Report 2023 (p5)
		102-2 Activities, brands, products, and services	
		102-3 Location of headquarters	
		102-4 Location of operations	
		102-5 Ownership and legal form	
		102-6 Markets served	
		102-7 Scale of the organization	
		102-8 Information on employees and other workers	
		102-9 Supply chain	QHSE Management System Manual
		102-10 Significant changes to the organization and its supply chain	QHSE Management System Manual
		102-11 Precautionary Principle or approach	Cyberhawk applies the precautionary principle
		102-12 External initiatives	N/A
		102-13 Membership of associations	ESG Progress Report 2023 (p4)
	<b>Strategy</b>	102-14 Statement from senior decision-maker	ESG Progress Report 2023 (p4)
	<b>Ethics and integrity</b>	102-16 Values, principles, standards, and norms of behavior	ESG Progress Report 2023 (p16)
	<b>Governance</b>	102-18 Governance structure	ESG Progress Report 2023 (p7, p30)
	<b>Stakeholder engagement</b>	102-40 List of stakeholder groups	ESG Progress Report 2023 (p8)
		102-41 Collective bargaining agreements	
		102-42 Identifying and selecting stakeholders	
		102-43 Approach to stakeholder engagement	
		102-44 Key topics and concerns raised	
	<b>Reporting practice</b>	102-45 Entities included in the consolidated financial statements	ESG Progress Report 2023 (p8)
		102-46 Defining report content and topic Boundaries	
102-47 List of material topics			
102-48 Restatements of information			
102-49 Changes in reporting			
102-50 Reporting period			
102-51 Date of most recent report			
102-52 Reporting cycle			
102-53 Contact point for questions regarding the report			
102-54 Claims of reporting in accordance with the GRI Standards			
	102-55 GRI content index	ESG Progress Report 2023 (Appendix)	
	102-56 External assurance	Report has not been externally audited	



## Appendices

### GRI Content Index (continued)

GRI Standard	Topic	Disclosure title	Information or identification of where reported
<b>Material Topics</b>			
<b>200 series (Economic topics)</b>			
<b>GRI 103: Management Approach 2016</b>	<b>Anti-corruption</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	
		103-3 Evaluation of the management approach	
<b>GRI 205: Anti-corruption 2016</b>		205-1 Operations assessed for risks related to corruption	NA
		205-2 Communication and training about anti-corruption policies and procedures	ESG Progress Report 2023 (p27)
		205-3 Confirmed incidents of corruption and actions taken	0
<b>300 series (Environmental topics)</b>			
<b>GRI 103: Management Approach 2016</b>	<b>Energy</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (Appendix)
		103-2 The management approach and its components	
		103-3 Evaluation of the management approach	
<b>GRI 302: Energy 2016</b>		302-1 Energy consumption within the organization	
		302-2 Energy consumption outside of the organization	
		302-3 Energy intensity	
		302-4 Reduction of energy consumption	
		302-5 Reductions in energy requirements of products and services	
<b>GRI 103: Management Approach 2016</b>		<b>Emissions</b>	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions		
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
<b>GRI 103: Management Approach 2016</b>	<b>Environmental Compliance</b>		103-1 Explanation of the material topic and its Boundary
		103-2 The management approach and its components	QHSE Management System
		103-3 Evaluation of the management approach	ESG Progress Report 2023 (Appendix)
<b>GRI 307: Environmental Compliance 2016</b>		307-1 Non-compliance with environmental laws and regulations	No issues of non-compliance with environmental laws and regulation have been identified

# Appendices

## GRI Content Index (continued)

GRI Standard	Topic	Disclosure title	Information or identification of where reported
<b>Material Topics</b>			
<b>400 series (Social topics)</b>			
<b>GRI 103: Management Approach 2016</b>	<b>Employment</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	ESG Progress Report 2023 (Appendix)
		103-3 Evaluation of the management approach	
		401-1 New employee hires and employee turnover	
		<b>GRI 401: Employment 2016</b>	<b>Employment</b>
401-3 Parental leave	Parental leave policy		
<b>GRI 103: Management Approach 2016</b>	<b>Occupational Health &amp; Safety</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	ESG Progress Report 2023 (Appendix)
		103-3 Evaluation of the management approach	
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>Occupational Health &amp; Safety</b>	403-1 Occupational health and safety management system	QHSE Management System Manual
		403-2 Hazard investigation, risk assessment and incident investigation	
		403-3 Occupational health services	
		403-4 Worker participation, consultation and communication on occupational health and safety	
		403-5 Worker training on occupational health and safety	
		403-6 Promotion of worker health	
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
		403-8 Workers covered by an occupational health and safety management system	
		403-9 Work related injuries	
		403-10 Work related ill health	
<b>GRI 103: Management Approach 2016</b>	<b>Training and Education</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	ESG Progress Report 2023 (Appendix)
		103-3 Evaluation of the management approach	
<b>GRI 404: Training and Education 2016</b>	<b>Training and Education</b>	404-1 Average hours of training per year per employee	ESG Progress Report 2023 (Appendix)
		404-2 Programs for upgrading employee skills and transition assistance programs	
		404-3 Percentage of employees receiving regular performance and career development reviews	
<b>GRI 103: Management Approach 2016</b>	<b>Diversity and Equal Opportunity</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	ESG Progress Report 2023 (Appendix)
		103-3 Evaluation of the management approach	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>Diversity and Equal Opportunity</b>	405-1 Diversity of governance bodies and employees	NA
		405-2 Ratio of basic salary and remuneration of women to men	
<b>GRI 103: Management Approach 2016</b>	<b>Non-discrimination</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	ESG Progress Report 2023 (Appendix)
		103-3 Evaluation of the management approach	
<b>GRI 406: Non-discrimination 2016</b>	<b>Non-discrimination</b>	406-1 Incidents of discrimination and corrective actions taken	N/A
<b>GRI 103: Management Approach 2016</b>	<b>Human Rights Assessment</b>	103-1 Explanation of the material topic and its Boundary	ESG Progress Report 2023 (p8)
		103-2 The management approach and its components	ESG Progress Report 2023 (Appendix)
		103-3 Evaluation of the management approach	
<b>GRI 412: Human Rights Assessment 2016</b>	<b>Human Rights Assessment</b>	412-01 Operations that have been subject to human rights reviews or impact assessment.	Employee handbook
		412-02 Employee training on human rights policies or procedures	ESG Progress Report 2023 (p27)
		412-03 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screenings	Board meetings

## Appendices

### Social Data Table

Workforce composition	2021/22	2020/21	2019/20	2018/19	GRI Standard
Total number of permanent employees	116	93	52	34	102-08
Gender split of permanent employee base	16% F 84% M	9.67% F 90.33% M	11.32% F 88.68% M	11.76% F 88.24% M	
Total number of temporary employees	1	8	N/A	N/A	
Gender split of temporary employees	0% F 100% M	0% F 100% M	N/A	N/A	
Total number of full-time employees	115	76	51	33	
Gender split of full-time employee base	13.04% F 86.96% M	7.89% F 92.11% M	N/A	N/A	
Total number of new hires in the reporting period	69	58	18	5	401-01
Age split of new hires (under 30, 30-50, over 50)	48.48%, 51.52%, 1.52%	31.03%, 60.3%, 6.8%	11.1%, 72.2%, 16.6%	40%, 60%, 0%	
Gender split of new hires	14.5% F 85% M	6.8% F 93.2% M	16.6% F 83.34% M	20% F 80% M	
Employee turnover	61.08%	63.60%	N/A	N/A	
Employee turnover - by age (under 30, 30-50, over 50)	34.21%, 63.16%, 5.26%	17.6%, 76.4%, 5.88%	N/A	N/A	
Employee turnover - by gender	14.29% F 85.71% M	11.76% F 88.24% M	N/A	N/A	
<b>Parental Leave</b>					
Total no. of employees that were entitled to parental leave by gender	13 F 82 M	5 F 59 M	5 F 39 M	3 F 27 M	401-03
% of employees entitled to parental leave that took it	0%	N/A	N/A	N/A	
<b>Diversity and Inclusion</b>					
Median gender pay gap	N/A	N/A	N/A	N/A	405-02
Incidents of discrimination	0	0	0	0	406-01
Proportion of the governing body who are female	12.50%	0%	0%	0%	405-01
Proportion of the senior leadership team who are female	11.11%	14.29%	0%	0%	
<b>Training and Education</b>					
Average hours of training per employee per year					404-01
Percentage of employees receiving regular performance and career development reviews	100%	N/A	N/A	N/A	404-03



## Appendices

### Environmental Data Table

Climate protection	2021/22*	2021/22*2	2020/21	2019/20**	GRI Standard
Greenhouse gas emissions - total (tCO <sub>2</sub> e)	418	603	214	266	305
Greenhouse gas emissions Scope 1 (tCO <sub>2</sub> e)	172	238	67	78	305-01
Greenhouse gas emissions Scope 2 (tCO <sub>2</sub> e)	19	23	16	69	305-02
Greenhouse gas emissions Scope 3 (tCO <sub>2</sub> e)	227	342	131	119	305-03
Waste					
Total waste generated (non-hazardous) (tonnes)	N/A	N/A	N/A	N/A	306-3
Waste diverted from disposal (non-hazardous) (tonnes)	100%	100%	100%	100%	306-4
Waste directed to disposal (non-hazardous) (tonnes)	0%	0%	0%	0%	306-5
Environmental management					
Energy consumption within the organisation (kWh)	71,380	86,580	71,380	71,380	302-1
Energy consumption outside the organisation* (kWh)	N/A	N/A	N/A	N/A	302-2
Water consumption (cubic metres)	N/A	N/A	N/A	N/A	303-5

\*baseline

\*\*non-validated calculation report

## Appendices

### Carbon Footprint Breakdown

	2021 (baseline)		2022	
	kg CO2	%	kg CO2	%
<b>Scope 1</b>	<b>237,991.97</b>	<b>39.5</b>	<b>260,255.38</b>	<b>51.5</b>
Direct emissions from company vehicles	237,991.97	39.5	260,255.38	51.5
<b>Scope 2</b>	<b>22,966.63</b>	<b>3.8</b>	<b>18,956.99</b>	<b>3.7</b>
<b>Purchased electricity for own use</b>	<b>11,330.37</b>	<b>1.9</b>	<b>9,512.80</b>	<b>1.9</b>
Electricity (stationary)	11,330.37	1.9	9,512.80	1.9
Electricity (vehicle fleet)	0	0	0	0
<b>Purchased heating, steam and cooling for own use</b>	<b>11,636.27</b>	<b>1.9</b>	<b>9,444.19</b>	<b>1.9</b>
<b>Scope 3</b>	<b>341,962.94</b>	<b>56.7</b>	<b>226,601.62</b>	<b>44.8</b>
<b>Business travel</b>	<b>123,484.17</b>	<b>20.5</b>	<b>118,112.58</b>	<b>23.4</b>
Flights	122,486.13	20.3	116,943.58	23.1
Rail	474.35	0.1	285.76	0.1
Taxis	0	0	630.05	0.1
Ferries	0	0	218.18	0.04
Buses	0	0	24.26	0.005
Rental and private vehicles	523.69	0.1	10.75	0.002
<b>Employee commuting</b>	<b>101,314.50</b>	<b>16.8</b>	<b>87,982.14</b>	<b>17.4</b>
Home office	42,608.80	7.1	22,963.82	4.5
Employee Commuting	58,705.70	9.7	65,018.32	12.9
<b>Purchased goods and services</b>	<b>18,553.34</b>	<b>3.1</b>	<b>17,934.00</b>	<b>3.5</b>
Electronic devices	17,609.13	2.9	16,952	3.4
External data centre	844.67	0.1	884.56	0.2
Office paper	99.54	0	97.44	0.02
<b>Fuel and energy related activities</b>	<b>98,610.93</b>	<b>16.4</b>	<b>2,572.90</b>	<b>0.5</b>
Upstream emissions heat	1,991.64	0.3	1,616.45	0.3
Upstream emissions electricity	1,379.00	0.2	956.45	0.2
Upstream emissions vehicle fleet	95,240.29	15.8	0	0
<b>Overall results</b>	<b>602,921.54</b>	<b>100</b>	<b>505,813.99</b>	<b>100.0</b>

**Figure 3.** CO2 emissions table: Corporate Carbon Footprint 2022. The overall result for the period January 2022-December 2022 for UK & US operations.



# Contact Us

2679 Main St, 3rd Floor, Suite 315,  
Littleton, CO 80120, USA  
[info@thecyberhawk.com](mailto:info@thecyberhawk.com)  
+1 303-358-2625

EICA Ratho, 5th Floor,  
Edinburgh, EH28 8AA, UK  
[info@thecyberhawk.com](mailto:info@thecyberhawk.com)  
+44 (0)131 370 2130

Wing 2, Level 1, Business & Innovation Park,  
Ras Bufontas, Doha, Qatar  
[info@thecyberhawk.com](mailto:info@thecyberhawk.com)  
+974 66827996