CYBERHAWK™
*Your assets. Our solutions. **Better decisions.***

2024

ESG PROGRESS REPORT

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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 data asset management and maintenance software.

This is our third 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 implemented our 2022-2027 ESG plan with effective actions and case studies we will share in this report. Our 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 2024' for the full list of disclosures. In line with GRI guidance, our report 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

"

We are pleased to present our third ESG Report as we continue to address the responsibility that Cyberhawk™ has for the people our business impacts and the environment we operate in. Cyberhawk was started with the belief that drones could remove people from potentailly dangerous activities, and this remains a central tenet of the company. As we scale our inspections and broaden our operational horizons, it is more important than ever that we are cognisant of our impact on the world around us. We're constantly learning how we can best play our part, by reducing our carbon emissions, creating a business which supports the needs of our people and customers, and supporting the global UN climate goals.

In our first report we formalised our sustainability approach, to cement it as a core focus of the business going forward. This latest report outlines our progress over the last 2 years and highlights some of the successful initiatives implemented during that time.

We will continue to **create a sense of belonging for our employees**, **develop lower carbon solutions for our customers to support their transition to Net Zero** and **build a resilient business**.

We appreciate your interest in this report and are excited to work hard towards a successful and sustainable future.

"

Chris Fleming

The Basics

Cyberhawk at a glance

Cyberhawk originated in Edinburgh, Scotland, where our work focused solely on the inspection of offshore oil and gas assets. Later, we extended 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 in. 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 data visualisation and management software, iHawk™.

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

An overview

137 employees

Our number of people continues to increase and mirrors our rapid financial growth in recent years and our expansion into new sectors.

Cyberhawk operates from offices in the US, UK and Qatar. We have used drones to inspect assets in over 40 countries, and achieved 35 world firsts for UAS operations.

5000 iHawk users

We deliver **industry-leading** visual data management solutions to over 5000 users through iHawk.

Core Services
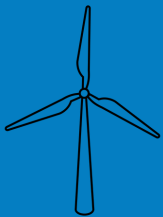
Asset Inspection
We utilise drones and our data visualisation software iHawk to inspect oil, gas, renewable and power grid assets - the latter of which being fundamental to wildfire prevention.

Land Surveys
Our drone-based surveys can determine the topography of land quickly and accurately and have been used as part of emergency response systems to evaluate damage.
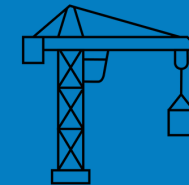
Construction Monitoring
We combine drone technology with our in-house construction monitoring software iHawk to give unparalleled operational insight and enhanced capability to CapEx projects.

The Basics

Our approach to ESG

As Cyberhawk grows, we are increasingly aware of our responsibility in addressing the global climate crisis. Therefore, we aim to grow in a responsible and sustainable manner.

While this is our third ESG report, the Social and Governance components of ESG have been the beating heart of our business since we were founded in 2008. Our asset inspection techniques inherently reduce our customer's emissions compared to using traditional inspection and survey methods.

However, we recognise that while our services support customers to maintain critical energy infrastructure and prevent wildfires, 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, we will seek opportunities to support our customers with the green transition.

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

- 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 our internal survey system, Peakon.
- We have created internal workshops to actively improve our ESG Plan.

Helping to reduce environmental impact

Detecting, quantifying, and monitoring emissions – including methane and other greenhouse gases (GHGs) – is increasingly important for companies as they seek to enhance safety, conserve resources, comply with evolving regulations, and reduce their overall environmental impact.

Cyberhawk offers comprehensive GHG emissions monitoring and reporting solutions to help customers trace and measure their fugitive and diffuse emissions over land and sea, and take effective action to mitigate their effects.
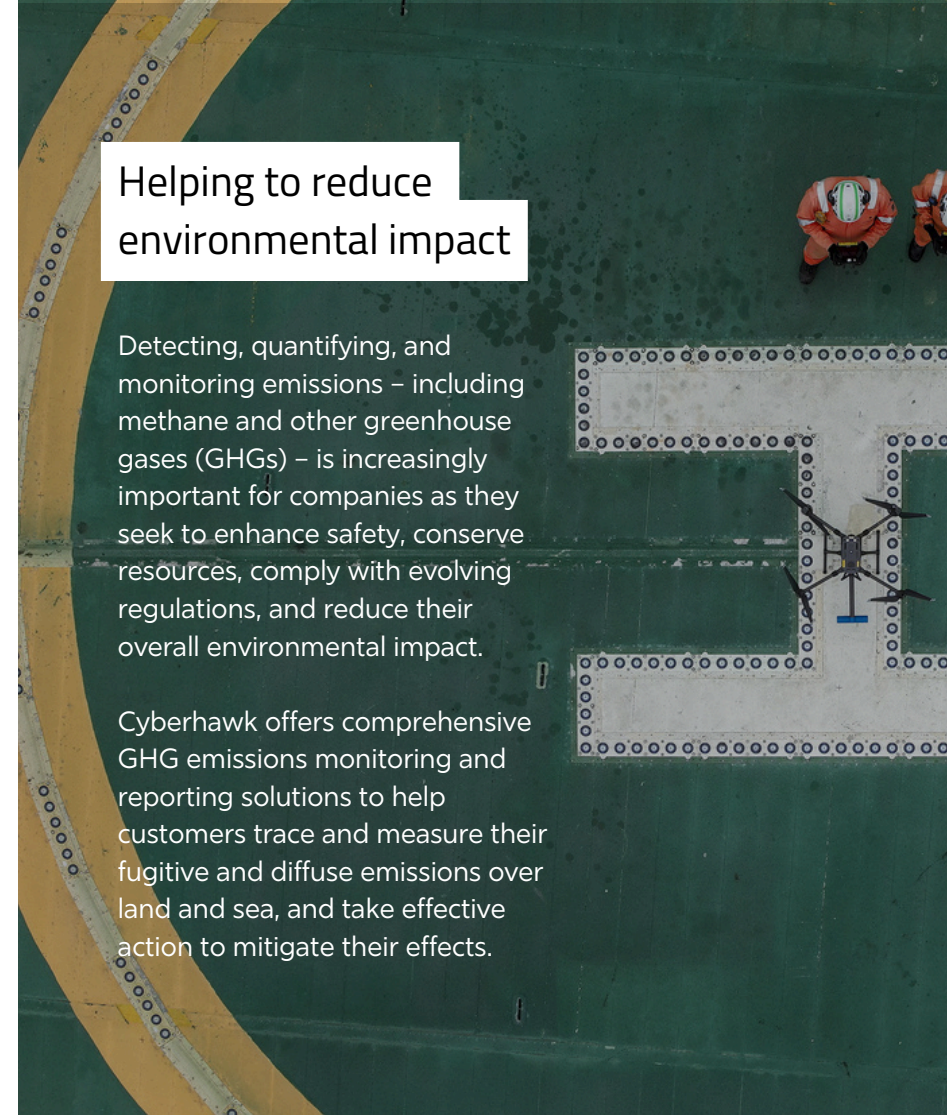
The Basics

ESG Governance

Our Senior Leadership Team head our ESG efforts, and monitor our adherence to our commitments with input from our Board members for a greater overview.

Phil Buchan (COO) has been with Cyberhawk for 14-years and there are very few jobs he hasn't done in that period. Now, as our COO, he is ultimately responsible for delivering our ESG goals.

3
months

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

ESG Workflow

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

↓

List of targets and commitments formally agreed upon by Cyberhawk's Senior Leadership Team.

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These aims are incorporated in and integral to Cyberhawk's annual business plan.

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All Cyberhawk employees have relevant aims and commitments worked into their employee objectives to aid maximum change.
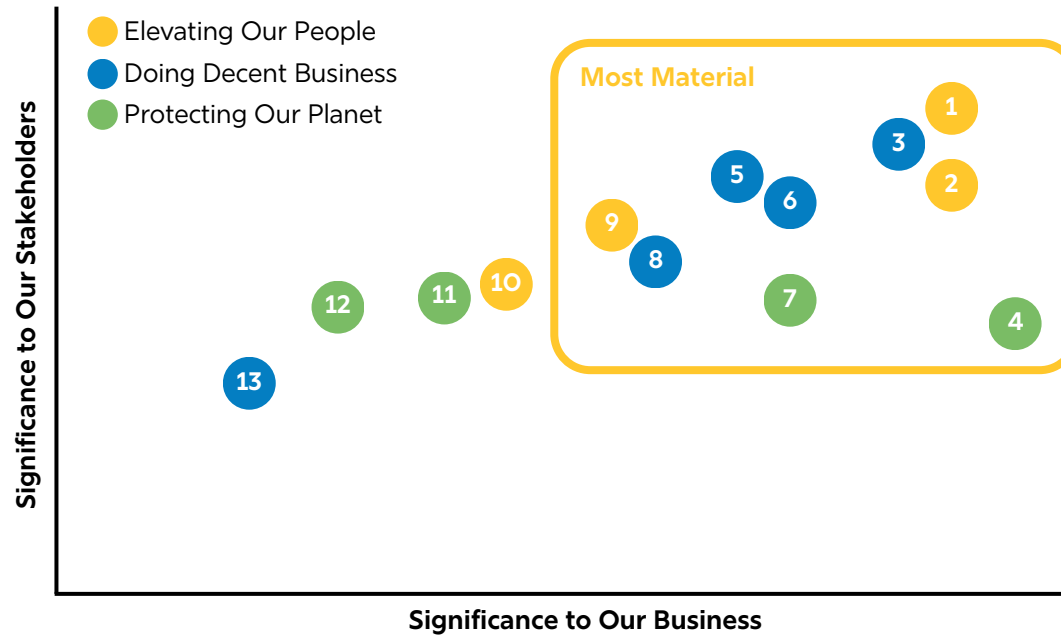
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Objectives are reviewed quarterly by the Senior Leadership Team to ensure they continue to reflect aims, with the full process taking place annually.

The Basics

What Matters to Us

To identify material ESG topics for 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 topics were most important to them. We ran a similar exercise with the Senior Leadership Team to consider which topics were most relevant to Cyberhawk as a business.

Legend:
- Elevating Our People
- Doing Decent Business
- Protecting Our Planet

Most Material

Y-axis: Significance to Our Stakeholders
X-axis: Significance to Our Business

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

Employee Engagement, Diversity and Inclusion was identified as the most important topic, followed by **Occupational Health and Safety**, underlying the importance our stakeholders place on the people who work for and with Cyberhawk. **Business model resilience** and **Business ethics** were also seen as priority topics, demonstrating the importance of operating a resilient business in a fair and ethical way. **Greenhouse Gas Emissions and Climate Change** was also in the top five most material topics showing the importance of playing our part in addressing the growing climate emergency.

Using these material issues as a foundation, we developed an ESG strategy, reflecting existing ESG-related activity and future ambitions and initiatives, categorised under three headings: Elevating Our People, Protecting Our Planet and Doing Decent Business. It sets 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

Elevating Our People

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

- 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.

3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY
10 REDUCED INEQUALITIES

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.

7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
13 CLIMATE ACTION
15 LIFE ON LAND

Doing Decent Business

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

- Making sure our people end their working day safe and well every day, and their working environment supports mental health and well-being.

- 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.
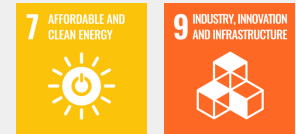
8 DECENT WORK AND ECONOMIC GROWTH

Elevating Our People

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

- We are committed to continually developing solutions that remove people from working in dangerous situations, whether it be with our customers, partners or employees.

Occupational Health & Safety

- We are committed to making sure our people are safe and well every day, and their working environment supports mental health and well-being.

Diversity & Inclusion

- We will constantly challenge our ways of working to create the sense of belonging that sets Cyberhawk apart as an employer of choice.

Training & Education

- We are committed to ensuring we attract and retain talent that is truly inclusive and diverse, we 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. Our mission is to keep people safe:

- Prevent people from having to physically climb assets or enter confined spaces
- Prevent people from having to visit construction or dangerous sites
- Prevent wildfires
- Measure gas levels to encourage a reduction in emissions

Our guarantee:
We will wow our customers with data, transform that data into information, and deliver best-in-class decision support for aerial solutions.

Elevating Our People

What we achieved in 2023

We made good strides towards the goals we set:

Employee engagement:
Updated company values were introduced and in the December 2023 Peakon survey, employee engagement achieved 0.2 points above benchmark.

Diversity and Inclusion:
We are 0.6 points above the Technology benchmark for Diversity and Inclusion in our Peakon 2023 December round, and proud to have increased our female representation

Training and Education:
LinkedIn Learning was implemented in October 2023 and by December 2023, 93 learning courses had been completed.

Occupational Health, Safety and Well-being
Eight new mental health aiders were trained and available to listen and help.

No OSHA/Riddor accidents

462.5 days
of training completed

27% increase
in female representation

2023: 20.4% Female employees
2022: 16% Female employees

Elevating Our People

Our Goals: 2024-2027

While we're aware that positive ambitions are important, without tangible goals, they can quickly fall away if not combined with accompanying actions. That's why we created a list of working goals that will help us meet our desired outcomes.

Our Objectives

- Reduce the number of safety incidents year on year, including no RIDDOR incidents.

- Continue to remove employees from hazardous working environments by providing alternative modus operandi through our inspection services.

- From **2023 forward**, achieve 0.2 points above benchmark for employee engagement on business engagement platform Peakon.

- From **2023 forward**, 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 well-being measure to reflect positive employee health and well-being 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 Matt Zafuto (CCO) to ensure we meet our social objectives.

Matt Zafuto (CCO)
Matt has over 25 years of experience in the energy industry, in a variety of roles, with particular expertise in global business development. He will work in tandem with John Comiskey (CFO) to ensure we meet our social objectives.

Elevating Our People

Plans

In addition to set goals, we put in place actionable plans, in 2021, that will help us achieve our goals from a people perspective; whether that be through the promotion of self-growth or broadening the diversity at Cyberhawk. In 2024, we continue these plans with the aim of achieving them by 2027.

Our people
- Instill our ESG objectives into individual performance objectives for every Cyberhawk employee.
- Embed dynamic personal development and training plans across the business.

Our policies
- Create diversity talent plan for 2025 including a drone internship program for women.
- Lead Unconscious Bias Awareness coaching for all managers.
- Ensure Cyberhawk employee benefits are aligned to the Elevating Our People commitment.
- Implement Cyberhawk's annual Occupational Health and Safety plans.
- Evaluate existing major incident process and refresh accordingly.
- Offer employees one paid day per year to participate in volunteer activities.

Our communications
- Review and reissue Cyberhawk employee handbook to deeper focus on Cyberhawk culture, values and ESG strategy.
- Develop an internal communications plan to promote and constantly reinforce Cyberhawk's Elevating Our People Plan.
- Organise two STEM events annually for young people from under represented groups.

Elevating Our People

Occupational Safety, Health & Well-being

At Cyberhawk, we give Health, Safety & Well-being the highest priority over anything else related to our business – and that includes commercial, operational, environmental and social pressures.

We 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 US or UK.
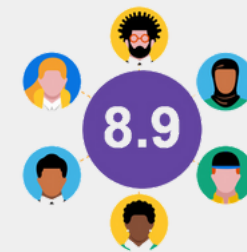
We focus on mental well-being and are firm advocates of the link between strong physical health and strong mental health.
our office location within the EICA building allows our employees to use their gym facilities free of charge to support their physical and mental wellbeing. In addition, a cycle-to-work program and access to Yulife/Bupa health care services are provided.

Site Safety

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 in the field.

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

Emergency response plan exercises:
These exercises are performed twice a year by lead pilots, in the field and desk-based, to simulate various types of emergencies. These can include, but are not limited to, anything from equipment failure to kidnappings.

Diversity and Inclusion

Cyberhawk employees report a high level of satisfaction concerning the company's effort to support diversity and inclusion.

Question: From 0-10, how satisfied are you with Cyberhawk's efforts to support diversity and inclusion?

Peakon response: 8.9/10

8.9

Elevating Our People

Engaging our employees

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

Our services involve working in remote places, often braving the elements in challenging environments. This means an excellent work ethic is imperative – but equally, so is a willingness to seize the adventure inherent in our work and to have fun doing so. This makes up Cyberhawk's DNA.

Cyberhawk Values

One Team
Help one another out, no matter what your role is, we are in this together.

Hungry to Grow
Strive for Personal & Business Growth. Take initiative and be a "doer". Don't sit back and wait to be told what to do. Push through discomfort to reach your full potential. Be willing to innovate and challenge existing ways of thinking.

Open and Humble
Seek out alternative perspectives to find new and better ways to do things. Actively listen to other opinions. Don't force your opinions on others. Give the team credit rather than basking in glory. Ask and give feedback in a constructive way to improve personal and company performance. Share your mistakes so we can all improve.

Own It and Solve It
Take action, hit milestones, and try stuff out even if you may fail. Ask for help if you are struggling. Solve customers' problems at the gold standard level they are willing to pay.

Show Up and Have Fun
Be your true self at work. Take time to have fun and don't take yourself too seriously. Take the time to celebrate when you win. Get involved with your mind fully engaged. Resist the temptation to coast along.

No Drama
Taken from a Scottish colloquialism, this value over-arches all the others and is at the heart of every job we do and that it gets done without bluster or fuss.

Elevating Our People

Who are we?

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

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

We are advocates of having varied experiences and backgrounds within our company as it unlocks different thinking and approaches to business challenges. While we still have work to do, we are making progress. A key aim going forward is to identify diversity goals for the business and develop a Diversity Talent Plan to achieve these targets.

Diversity is about recognizing differences such as gender identity, ethnicity, sexuality, disability and religion. Work environments should represent a diverse society and population.

Inclusion is where differences are valued and everyone can thrive. An inclusive work environment means everyone feels they can contribute and they can reach their full potential being their true selves.

A **diverse** and **inclusive** workforce brings a broader range of knowledge, perspectives and approaches. This enables more critical thinking and objectivity when tackling projects and making business decisions.

Figure 1. Gender breakdown of all Cyberhawk employees in 2023

- **79.6%** Male
- **20.4%** Female
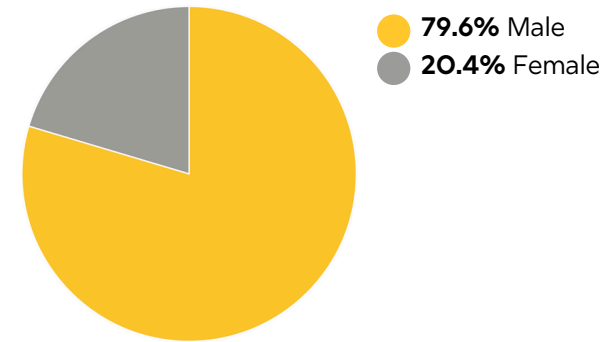
Figure 2. Depiction of Cyberhawk employee ethinicity in 2023

- **61.4%** White
- **18.7%** I'd rather not say
- **6.6%** Asian
- **4.8%** Two or more races
- **3.6%** Hispanic/Latino
- **4.8%** Black or African American
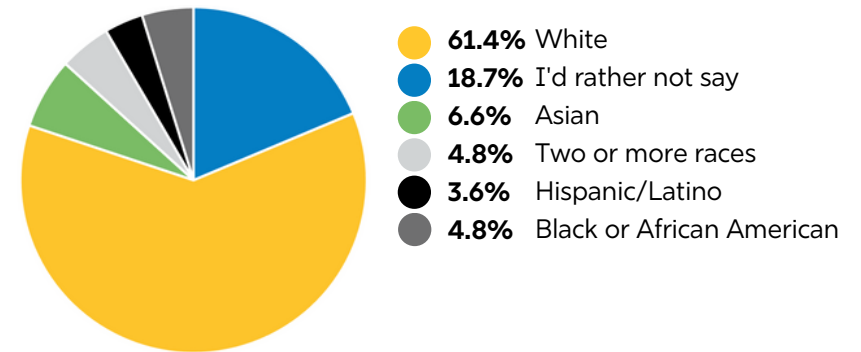
Figure 3. Age profiles of all Cyberhawk employees in 2023

Age groups (years)
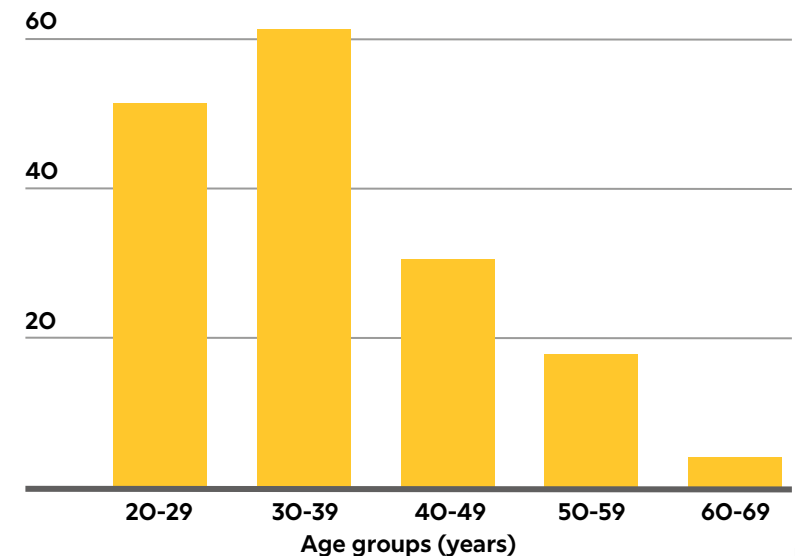
Protecting Our Planet

Protecting Our Planet

Overview

Widespread and rapid changes in the atmosphere, ocean, cryosphere and biosphere have occurred. Human-caused climate change is already affecting many weather and climate extremes in every region across the globe. Cyberhawk has come to realise the urgency of tackling the climate crisis. As individuals, we have to ensure tomorrow's world is a habitable place for our children and this responsibility stretches to us as a business too – and in this case, the customers we work with as well.

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

We have developed 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

- We are committed to continually developing lower carbon solutions for our customers and support their transition to Net Zero with our technology and software-led solutions replacing high carbon methods.

- We are committed to reduce and minimise our carbon emissions, supporting global UN climate goals (Paris Agreement 2015).

- We are committed to respect and protect the ecosystems in which we work.

- Become signatory to the United Nations Race to Zero campaign under the "SME Climate Commitment".

QHSE Certifications

Cyberhawk is ISO14001-2015 certified. This 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.

Achilles

British Assessment Bureau
ISO 9001   ISO 14001
ISO 27001   ISO 45001

UKAS MANAGEMENT SYSTEMS
8289
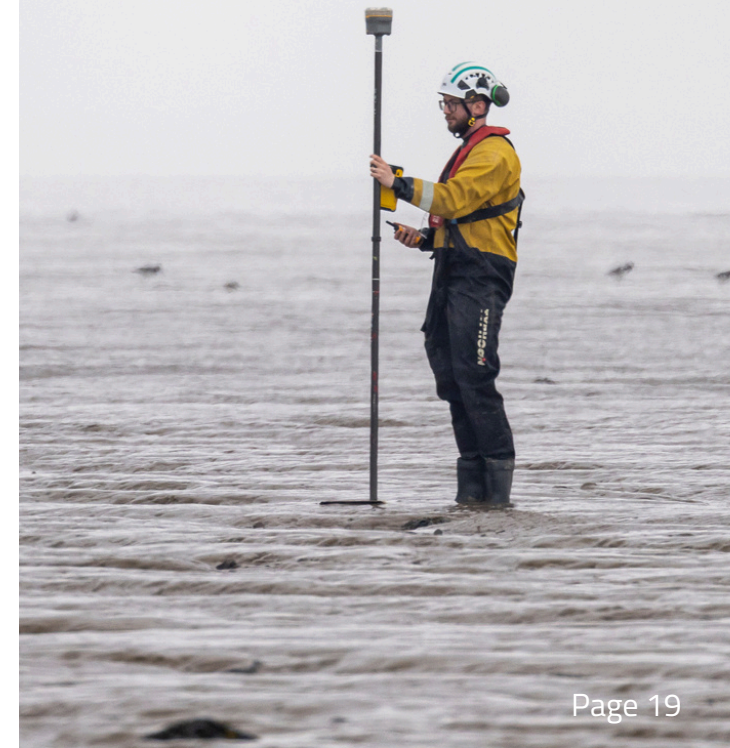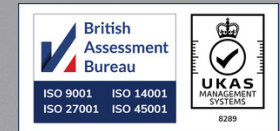
Protecting Our Planet

What we achieved in 2023

In 2021, we set our carbon emission baseline and our goals going forward. Over the years, we have made progress towards these goals in a number of key ways.

- In 2023, we began following a yearly corporate CO_2 intensity emissions based on CO_2 emissions/ revenue. Also, to avoid any double disclosure, we stopped disclosing our Scope 2 emissions as land owners are now disclosing.
- We support the transition to intensity based emissions which can produce more accurate and representative emissions data going forward.
- To cement our commitment to reaching net zero by 2050, we became a signatory to the United Nations Race to Zero campaign, and made the SME Climate Commitment to reduce our Scope 1 and 2 emissions by 50% by 2030.
- Our employee engagement platform, Peakon, contains quarterly questions relating to our ESG objectives and gives us input in our action plans.
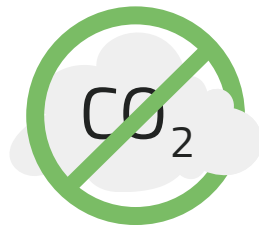
30% decrease
in corporate CO_2 intensity emissions

Case study: Escorted by ornithologists in the US

Nesting raptors are probably the main bio related hazard in California Operations. The most commonly seen are red-tailed and red-shoulder hawks, as well as Osprey that are nesting in or very close to power structures to be inspected. Since there are 3 habitat conservation plans in California, pilots are instructed to skip inspecting structures that contain active nests where the raptor is acting threatened or swooping at our aircraft.

In a return visit, our biologist escorts set up a tripod with a scope and first locate the bird. Pilots are then allowed to operate at the discretion of the bio-monitor, who at this point is providing live updates regarding the activities of the birds as we lead an inspection.

For nesting eagles or condors, the process is a little different and the biologist is observing the nest, which is usually further from the structure to be inspected in a tree, and if at any time the parent bird leaves the nest, we are typically instructed to pause operations.

Rich Smith, UAS Pilot

Protecting Our Planet

Who's Responsible?

Our Goals: 2024-2027

As a modern company with a genuine 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 created overarching environment 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.

Matt Zafuto (CCO)
Matt has over 25 years of experience in the energy industry, in a variety of roles, with particular expertise in global business development. He will work in tandem with Nick Stewart (CIO) to ensure we meet our environmental 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.

Protecting Our Planet

Plans: Our Carbon reduction roadmap 2024

In line with the **Science Based Targets** initiative, we have developed a roadmap to help us to achieve our Net Zero ambitions.

Reducing Scope 1, 2 and 3 CO2 emissions

2024 Roadmap
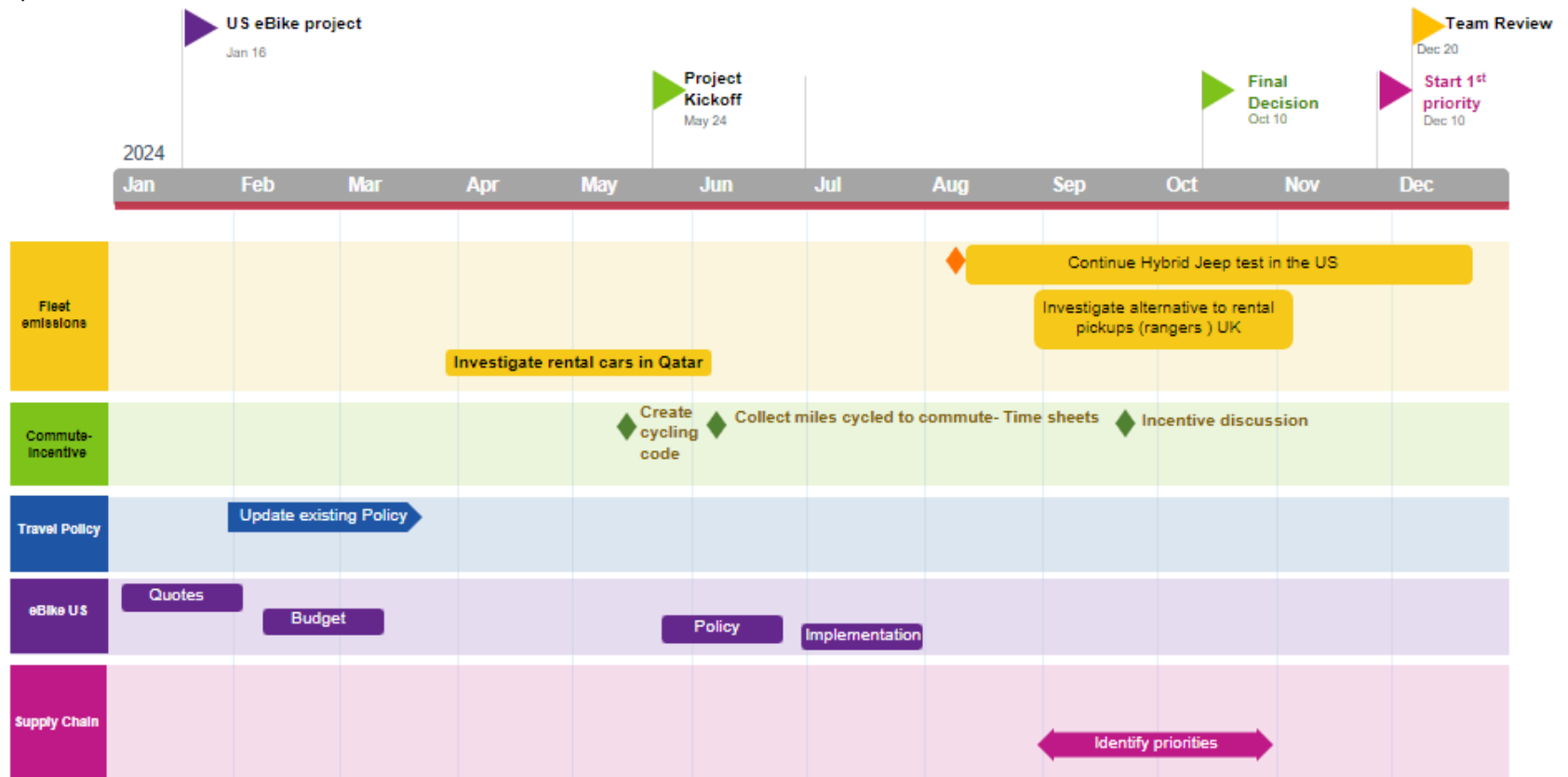
Protecting Our Planet

Reducing Our Emissions

To define our usage, we adopted the most widely-used international accounting tool, the **Greenhouse Gas (GHG) Protocol** that 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.

We also adopted absolute CO_2 emissions in tonnes but more important to our business, we are now also comparing intensity based emissions (per revenue). Since our baseline year (2021), we decreased our overall emissions by 30%.

Scope 1
45.8%
250kg

Scope 2
0%
0* kg

Scope 3
54.2%
296 kg

Figure 2. Division of 2023 CO2 emissions into Scopes 1, 2 and 3
* energy consumption of offices disclosed by landlords

Figure 1. Evolution of Intensity CO2 emissions in kg CO2/ $M revenue
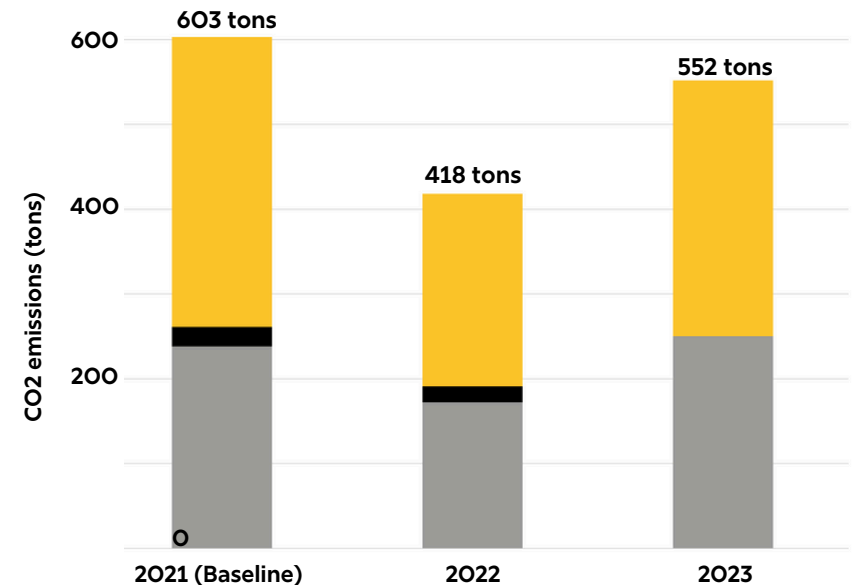
Figure 3. Comparison of yearly carbon emissions since 2021

Protecting Our Planet

Respecting the ecosystems we work in

We defined best practices to respect the places and environments in which we operate. Our aim is to do our job professionally and let nature be as untouched as possible. To ensure this occurs, 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 territories.

Sites of Special Scientific Interest (SSSI):
An SSSI is 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 to ensure they're not disturbed during our work.

Case study: The Gryphon Hydrogen Drone

Part of Cyberhawk's journey to reduce emissions is moving to a Beyond-Line-of-Site (BVLOS) flying model which allows us to increase time in the air for the UAS, collecting more data per flight, and reducing the physical movement of flight teams.

Our current R&D platform, the Gryphon, uses a hydrogen fuel cell to give us a step change in the endurance part of the puzzle towards BVLOS, with the only in-flight emissions produced as pure water. Production of the global hydrogen supply is predominantly from cracking fossil fuel-based products, known as black, brown and grey hydrogen, resulting in the carbon footprint still occurring upstream.

Cyberhawk's aim is not only to use hydrogen to fly but also to source hydrogen from green hydrogen sources to minimise end-to-end emissions. Our ultimate end journey will be creating hydrogen from renewable sources locally.

Neil Fry
UAS Program Manager

Doing Decent Business

Doing Decent Business

Overview

Cyberhawk has always believed in acting responsibly as a company - 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 customers and suppliers. As we continue to 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 |

- We are committed to being a fair, safe, secure and law-abiding partner and employer across all locations.

- We are committed to build a resilient business for the long term.

- We are committed to ensuring our customer's and team's valuable data is secure.

Along with our first ESG report, we produced a short video to introduce internal and external audiences to the key points of the report and to promote open communication on the results.

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 resulting from their actions.

Doing Decent Business

What we achieved in 2023

High standards of business ethics have always been a core element of Cyberhawk and in 2023, we took important steps towards our goals. Crucial to the creation of our first ESG report was our ESG survey which gave stakeholders, customers and employees the opportunity to define our company's ESG priorities moving forward.

In March 2023, we introduced EOS (Entrepreneurial Operating System) and set our company "10 year Target", our "3 year Picture" describing what we intend to build in a short time and set a "1 year Plan" with the most important accomplishments in the coming year.

Over the course of the year, 98% of Cyberhawk staff undertook anti-bribery and corruption training, and additionally we created a gift and hospitality register to properly monitor incoming or outgoing gifts.

We have continued to improve how we communicate, both internally and externally, including monthly 'Lunch & Learn' sessions to encourage knowledge sharing between our teams, and weekly 'All Staff' meetings where important company information is disseminated and company values are reinforced.

118 employees
give anti-bribery and corruption training

10 lunch and learn
sessions per year

100% of our policies
are reviewed annually

Implementation of new Cloud services guidelines ISO 27017

In November 2023, Cyberhawk passed successfully an audit with a third party, Evalian, that showed a high level of confidence in our ISMS and overall controls.

What is ISO 27017?
ISO/IEC 27017:2015* provides guidelines for information security controls applicable to the provision and use of cloud services.

What does ISO 27017 contain?
Good examples of controls and guidelines for:
▪ Segregation in virtual computing environments
▪ Monitoring of cloud services

What are the benefits of ISO 27017?
Protecting information assets within the cloud computing environment and complying with legal and regulatory requirements.

* ISO/IEC 27017:2015 Information technology/security techniques: code of practice for information security controls based on ISO/IEC 27002 for cloud services.

British Assessment Bureau
ISO 9001   ISO 14001
ISO 27001   ISO 45001

UKAS MANAGEMENT SYSTEMS
8289
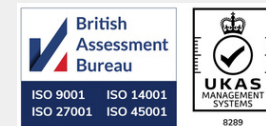
evalian®

Doing Decent Business

Who's Responsible?

Our Goals: 2024-2027

As we are a rapidly growing business, it is imperative that while we take the right steps from a commercial standpoint, 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 can only do this by creating and communicating clear targets that reflect our sensibilities as a company.

Our Objectives

- Continue to be ISO accredited for health and safety, quality, environment, and data security.

- 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.

- Update our employees on ESG progress quarterly and ensure they are engaged in and contribute to how we achieve our goals.

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 Buchan (COO) to ensures we meet our governmental objectives.

Phil Buchan (COO)
Just as is the case with the social and environmental pillars of our ESG strategy, Phil is integral to our governmental aims and will work diligently with John to make sure we achieve them.

" In the fast-moving environment we operate in, it is essential 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 aspirations, as well as our business aspirations, are built. "

John Comisky, Chief Financial Officer

Doing Decent Business

Plans

To ensure we achieve our objectives, we created supporting plans to help us achieve out governmental goals; whether that be through rigorous risk assessments, internationally accepted accreditations and certifications, or working with ethical and responsible third parties.

- Continue to produce high quality Risk Assessments and Method Statements, and audit reports.

- Review and update policies to ensure they are always fit for purpose.

- Continue to update our employees on ESG progress quarterly and ensure they are engaged in and contribute to how we achieve our goals.

- Introduce ESG objectives as a fundamental performance objective for every Cyberhawk employee.

- 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

Being a Safe, Secure Law-abiding Partner & Employer

As part of our dedication to being a secure, trustworthy employer and partner, we vow to constantly 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 that impact our ESG strategy.

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 driven to individuals at point of induction to the company as related to tolerance, safety and legal regulations.

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

KnowBe4
Human error. Conquered.

Managing Business Risk

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
An internationally recognised certification that relates to the occupational health and safety management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health.

Supplier and sub-contractor QHSE audits:
Introduced in 2021, this approach ensures that any third-parties we trade or work with follow our best practices relating to safety or the environment and uphold the exemplary standards that have come to be associated with Cyberhawk.

Risk reviews:
Risks are reviewed twice a year and scrutinizes the Cyberhawk Risk Register - this includes looking closely at equipment, access, new risk data and general and specific risks. This is part of our risk-based culture and before everything we do, we complete a risk assessment.

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 inspections.

Doing Decent Business

Building a Resilient Business
For the Long Term

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 (SLT)

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

Phil Buchan COO

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

Elevating Our People

Matt and John will champion our efforts on all social matters.

Protecting the Planet

Nick and Matt take the lead on achieving our environmental aims.

Doing Decent Business

Matt and John ensure we are governed as well as we possibly can be.

Appendices

GRI 103 Management Approach Table

Material Topic	Relevant GRI Standard	Explanation of Why the Topic is Material	Topic Boundary
			A description of where the impacts for a material topic occur, and the organization's involvement with these impacts.
Employee Engagement	GRI 401: Employment	As an employer of 93 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 alongside Diversity and Inclusion as the top material topic. The company uses Peakon, an employee engagement tool to identify the impacts Cyberhawk has on its employees. Cyberhawk also works with a small number of contractors (8 in the reporting period) 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.
Diversity & Inclusion	GRI 405: Diversity & Eq	As an employer of 93 permanent employees and 8 contractors (as per the reporting period) Cyberhawk has a responsibility to promote diversity and inclusion within their organisation and ensure it is an environment where discrimination does not occur. Diversity and Inclusion was identified, along with Employee Engagement, as the top material topic via 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.
Occupational Health and Safety	GRI 403: Occupationa	Occupational Health and Safety is of paramount importance to Cyberhawk and it is seen by all stakeholders as a material topic. Cyberhawk is ISO 45001 certified and runs a H&S management system to manage and control the risks. All Cyberhawk workers are covered by this system. Further details can be seen in Cyberhawk's QHSE management system (available on request)	Impacts occur across all Cyberhawk entities. Risks are related to our inspection & survey operations: our processes and risk based aproach is key to mitigate the risks and our document sytem (with a detailed Global Ops Manual for example) supports all activities
Business Model Resilience		Business continuity plans and risks assessment ensure Cyberhawks resilience and capacity to deal with changing environments	Impacts occur across all Cyberhawk entities.
GHG Emissions and Climate Change	GRI 302: EnergyGRI 3	All businesses 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 emissions 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
Business Ethics	GRI 412: Human Rights Assessment GRI 205 - Anti-Corruption	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 employees.	Respecting Human Rights and Anti-Corruption is relevant for all individuals who work with Cyberhawk, our suppliers and our customers.
Data Security		Cyberhawk holds data from clients and employees and the materiality assessment identified it as a material topic for hte business. Cyberhawk is ISO 27001 certified and runs an Information Security Management System	Risks are related to our collecting-processing-delivering data process
Environmental Compliance	GRI 307: Environment	Cyberhawk is ISO 14001 certified and runs an Environmental Management system to manage environmental compliance in all markets we operate within.	Cyberhawk identifies the environmental risks and impacts related to its activities in all markets we are active in.
Risk Management		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.
Training and Education	GRI 404: Training and	Supporting and developing our people is a key priority for Cyberhawk in order to ensure the business delivers our services effectively and our people are engaged. Cyberhawk has a training process and all staff have an individual Personal Development Plan that identify the areas of development for each employee.	This topic relates to all Cyberhawk staff including contractors.

Appendices

GRI Content Index

GRI Standard	Disclosure title	Information or identification of Where Reported
GRI 101: Foundation 2016		
General Disclosures		
	Organizational profile	
	102-1 Name of the organization	ESG Report Introduction page 6
	102-2 Activities, brands, products, and services	ESG Report Introduction page 6
	102-3 Location of headquarters	ESG Report Introduction page 6
	102-4 Location of operations	ESG Report Introduction page 6
	102-5 Ownership and legal form	ESG Report Introduction
	102-6 Markets served	ESG Report Introduction page 6
	102-7 Scale of the organization	ESG Report Introduction page 6
	102-8 Information on employees and other workers	ESG Report Introduction page 6
	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	N/A
	Strategy	
	102-14 Statement from senior decision-maker	ESG Report page 5
	Ethics and integrity	
	102-16 Values, principles, standards, and norms of behavior	ESG Report page 12
GRI 102: General Disclosures 2016	Governance	
	102-18 Governance structure	ESG Report page 7
	Stakeholder engagement	
	102-40 List of stakeholder groups	ESG Report page 8
	102-41 Collective bargaining agreements	ESG Report page 8
	102-42 Identifying and selecting stakeholders	ESG Report page 8
	102-43 Approach to stakeholder engagement	ESG Report page 8
	102-44 Key topics and concerns raised	ESG Report page 8
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	ESG Report page 3
	102-46 Defining report content and topic Boundaries	ESG Report page 3
	102-47 List of material topics	ESG Report page 3
	102-48 Restatements of information	ESG Report page 3
	102-49 Changes in reporting	ESG Report page 3
	102-50 Reporting period	ESG Report page 3
	102-51 Date of most recent report	ESG Report page 3
	102-52 Reporting cycle	ESG Report page 3
	102-53 Contact point for questions regarding the report	ESG Report page 3
	102-54 Claims of reporting in accordance with the GRI Standards	ESG Report page 3
	102-55 GRI content index	ESG Report (Appendix)
	102-56 External assurance	Report has not been externally audited

GRI Standard	Disclosure title	Information or identification of Where Reported
Material Topics		
200 series (Economic topics)		
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	ESG Report page 8
	103-3 Evaluation of the management approach	ESG Report page 8
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	ESG Report page 25
	205-3 Confirmed incidents of corruption and actions taken	Zero incidents
300 series (Environmental topics)		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Date Table - Appendix
	103-2 The management approach and its components	Environmental Date Table - Appendix
	103-3 Evaluation of the management approach	Environmental Date Table - Appendix
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Date Table - Appendix
	302-2 Energy consumption outside of the organization	Environmental Date Table - Appendix
	302-3 Energy intensity	Environmental Date Table - Appendix
	302-4 Reduction of energy consumption	Environmental Date Table - Appendix
	302-5 Reductions in energy requirements of products and services	Environmental Date Table - Appendix
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 18
	103-2 The management approach and its components	ESG Report page 18
	103-3 Evaluation of the management approach	ESG Report page 18
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Report page 18
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Report page 18
	305-3 Other indirect (Scope 3) GHG emissions	ESG Report page 18
	305-4 GHG emissions intensity	ESG Report page 18
	305-5 Reduction of GHG emissions	ESG Report page 22
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	QHSE Management System
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	No incidents of non-compliance with environmental laws and regulation.

Appendices

GRI Content Index (continued)

GRI Standard	Disclosure title	Information or identification of Where Reported
400 series (Social topics)		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 401: Employment 201	401-1 New employee hires and employee turnover	Social Data Table - Appendix
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to employee handbook
	401-3 Parental leave	Parental leave policy
Occupational Health & Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	QHSE Management System Manual
	403-2 Hazard investigation, risk assessment and incident	QHSE Management System Manual
	403-3 Occupational health services	QHSE Management System Manual
	403-4 Worker participation, consultation and communication on occupational health and safety	QHSE Management System Manual
	403-5 Worker training on occupational health and safety	QHSE Management System Manual
	403-6 Promotion of worker health	QHSE Management System Manual
	403-7 Preventation and mitgation of occupational health and safety impacts directly linked by business relationships	QHSE Management System Manual
	403-8 Workers covered by an occupational health and safety management system	QHSE Management System Manual
	403-9 Work related injuries	QHSE Management System Manual
	403-10 Work related ill health	QHSE Management System Manual
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Data Table - Apppendix
	404-2 Programs for upgrading employee skills and transition assistance programs	ESG Report Page 15
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Data Table - Apppendix
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Data Table - Appendix
	405-2 Ratio of basic salary and remuneration of women to men	
Non-discrimination		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 406: Non-discrimi	406-1 Incidents of discrimination and corrective actions taken	Zero incidents
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 412: Human Rights Assessment 2016	412-01 Operations that have been subject to human rights reviews or impact assessment.	See P27 of ESG report
	412-02 Employee training on human rights policies or procedures	See P27 of ESG report
	412-03 Significant investment agreements and contracts that include human rights clauses or that underwent human rights	See P27 of ESG report

Appendices

Social Data Table

Workforce composition	2021	2022	2023	GRI Standard
Total number of permanent employees	93	115	166	102-08
Gender split of permanent employee base	9.7% F 90.3% M	16% F 84% M	20.4% F 79.6% M	
Total number of temporary employees	8	1	29	
Gender split of temporary employees	0% F 100% M	0% F 100% M	13.8% F 86.2% M	
Total number of full-time employees	76	115	164	
Gender split of full-time employee base	7.9% F 92.1% M	13% F 87% M	19.5% F 80.5% M	
Total number of new hires in the reporting period	58	69	93	401-01
Age split of new hires (under 30, 30-50, over 50)	31%, 60.3%, 6.8%	48.5%, 51.5%, 1.5%	43% 42% 15%	
Gender split of new hires	6.8% F 93.2% M	14.5% F 85% M	18.3% F 81.7% M	
Employee turnover	63.6%	61.1%	41.5%	
Employee turnover - by age (under 30, 30-50, over 50)	17.6%, 76.4%, 5.9%	34.2%, 63.1%, 5.3%	56.7% 41.7% 1.7%	
Employee turnover - by gender	11.8% F 88.2% M	14.3% F 85.7% M	11.7% F 88.3% M	
Parental Leave				
Total no. of employees that were entitled to parental leave by gender	5 F 59 M	13 F 82 M	32 F 132 M	401-03
% of employees entitled to parental leave that took it	N/A	0%	20% F 80% M	
Diversity and Inclusion				
Median gender pay gap	N/A	N/A	N/A	405-02
Incidents of discrimination	0	0	0	406-01
Proportion of the governing body who are female	0%	12.5%	12.5%	405-01
Proportion of the senior leadership team who are female	14.3%	11.1%	0%	
Training and Education				
Average hours of training per employee per year				404-01
Percentage of employees receiving regular performance and career development reviews	N/A	100%	100%	404-03

Appendices

Environmental Data Table

Climate protection	2021*	2022	2023	GRI Standard
Greenhouse gas emissions - total (*tCO2e*)	603	418	552	305
Greenhouse gas emissions Scope 1 (*tCO2e*)	238	172	250	305-01
Greenhouse gas emissions Scope 2 (*tCO2e*)	23	19	0**	305-02
Greenhouse gas emissions Scope 3 (*tCO2e*)	342	227	302	305-03
Waste				
Total waste generated (non-hazardous) (*tonnes*)	N/A	N/A	N/A	306-3
Waste diverted from disposal (non-hazardous) (*tonnes*)	100%	100%	100%	306-4
Waste directed to disposal (non-hazardous) (*tonnes*)	0%	0%	0%	306-5
Environmental management				
Energy consumption within the organisation (*kWh*)	86,580	71,380	0**	302-1
Energy consumption outside the organisation* (*kWh*)	N/A	N/A	N/A	302-2
Water consumption (*cubic metres*)	N/A***	N/A***	N/A***	303-5

*baseline year
** energy consumption of offices disclosed by landlords
*** no meter reading available

Appendices

Carbon Footprint Breakdown

*dislosed by landlord

	2021 (baseline)		2022		2023	
	kg CO2	%	kg CO2	%	kg CO2	%
Scope 1	**237,992**	**39.5**	**172,302**	**41.2**	**250,302**	**45.8**
Direct emissions from company vehicles	**237,992**	**39.5**	**172,302**	**41.2**	**235,383**	**43**
Scope 2	**22,967**	**3.8**	**18,957**	**4.5**	**0***	**0**
Purchased electricity for own use	**11,330**	**1.9**	**9,513**	**2.3**	**0***	**0**
Electricity (stationary)	11,330	1.9	9,513	2.3	0*	0
Electricity (vehicle fleet)	0	0	0	0	0*	0
Purchased heating, steam and cooling for own use	**11,636**	**1.9**	**9,444**	2.3	**0***	**0**
Scope 3	**341,963**	**56.7**	**226,602**	54.2	**296,668**	**54.2**
Business travel	**123,484**	**20.5**	**118,113**	**28.3**	**138,484**	**25.3**
Flights	122,486	20.3	116,944	28	136,370	24.9
Rail	474	0.1	286	0.1	388	0.1
Taxis	0	0	630	0.2	1,392	0.3
Ferries	0	0	218	0.1	274	0.1
Buses	0	0	24	0	60	0
Rental and private vehicles	524	0.1	11	0	0	0
Employee commuting	**101,315**	**16.8**	**87,982**	**21.1**	**117,473**	**21.5**
Home office	42,609	7.1	22,964	5.5	25,178	4.6
Employee Commuting	58,706	9.7	65,018	15.6	79,513	14.5
Purchased goods and services	**18,553**	**3.1**	**17,934**	**4.3**	**40,433**	**7.4**
Electronic devices	17,609	2.9	16,952	4.1	39,120	7.2
External data centre	845	0.1	885	0.2	1,216	0.2
Office paper	100	0	97	0	97	0
Fuel and energy related activities	**98,611**	**16.4**	**2,573**	**0.6**	**0**	**0**
Upstream emissions heat	1,992	0.3	1,616	0.4	0	0
Upstream emissions electricity	1,379	0.2	956	0.2	0	0
Upstream emissions vehicle fleet	95,240	15.8	0	0	0	0
Overall results	**602,922**	**100**	**417,861**	**100.0**	**546,970**	**100**

Figure 3. CO2 emissions table: Corporate Carbon Footprint 2023. The overall result for the period January 2023-December 2023 for UK, US and Qatar operations.

Appendices

Occupational Health and Safety Table

Occupational Health & Safety	Unit	2023	2022	2021	GRI Standard
Workers covered by an occupational health and safety management system	%	100%	100%	100%	403-08
If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines:					403-08
The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system	Number/%	0%	0%	0%	403-08
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	Yes/No	No	No	No	403-08
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	Description				
Work related injuries					403-09
For all employees					
i. The number and rate of fatalities as a result of work-related injury	Number and rate	0	0	0	403-09
ii. The number and rate of high-consequence work-related injuries (excluding fatalities)	Number and rate	0	0	0	403-09
iii. The number and rate of recordable work-related injuries	Number and rate	1(US)	0	2	403-09
iv.The main types of work-related injuries	Description	injured by moving object	0	1 Cut/slip,1 trip & fall	403-09
v. The number of hours worked (US+UK+Qatar)	Number	279692	200560	168820	403-09
For all workers who are not employees but whose work and/or workplace is controlled by the organisation	Number and rate				403-09
i. The number and rate of fatalities as a result of work-related injury	Number and rate	NA	NA	NA	403-09
ii. The number and rate of high-consequence work-related injuries (excluding fatalities)	Number and rate	NA	NA	NA	403-09
iii. The number and rate of recordable work-related injuries	Number and rate	NA	NA	NA	403-09
iv.The main types of work-related injuries	Description	NA	NA	NA	403-09
v. The number of hours worked	Number	NA	NA	NA	403-09
The work-related hazards that pose a risk of high-consequence injury, including:	Description	Flying over water from a boat-Poor piloting during emission monitoring-Driving- Use of an Air Compressor-Access to site-Flying to and from a platform via helicopter	Flying over water from a boat-Poor piloting during emission monitoring-Driving-Access to site-Flying to and from a platform via helicopter	Flying over water from a boat-Poor piloting during emission monitoring-Driving-Access to site-Flying to and from a platform via helicopter	403-09
i. how these hazards have been determined	Description	Risk assessment- risk register	Risk assessment- risk register	Risk assessment- risk register	403-09
ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Description	Accessing site	NA	hand catching drones	403-09
iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls	Description	See annual action plan	See annual action plan	See annual action plan	403-09
Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls	Description	Offroad driving training, first aid training	vehicle familiarisation training, first aid training	vehicle familiarisation training, first aid training	403-09

Appendices

Occupational Health and Safety Table (continued)

Occupational Health & Safety	Unit	2023	2022	2021	GRI Standard
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	Description	No rate disclosure	No rate disclosure	No rate disclosure	403-09
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	Description	NA	NA	NA	403-09
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	Description				403-09
Work related ill health					403-10
For all employees:					403-10
i. The number of fatalities as a result of work-related ill health	Number	0	0	0	403-10
ii. The number of cases of recordable work-related ill health	Number	0	0	0	403-10
iii. The main types of work-related ill health	Description	NA	NA	NA	403-10
For all workers who are not employees but whose work and/or workplace is controlled by the organisation	Number	0	0	0	403-10
i. The number of fatalities as a result of work-related ill health	Number	0	0	0	403-10
ii. The number of cases of recordable work-related ill health	Number	0	0	0	403-10
iii. The main types of work-related ill health	Description	0	0	0	403-10
The work-related hazards that pose a risk of ill health, including:		0	0	0	403-10
i. How these hazards have been determined	Description				403-10
ii. Which of these hazards have caused or contributed to ill health during the reporting period	Description	0	0	0	403-10
iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls	Description	0	0	0	403-10
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	Description	NA	NA	NA	403-10
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	Description	NA	NA	NA	403-10

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