CYBERHAWK
ESG REPORT 2022

Contents

Our Approach to ESG Reporting

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

This is our first Environmental, Social and Governance (ESG) report and with it, we hope to outline our strategy to continually better ourselves as a company and, going forward, commit to releasing a new ESG report annually that reflects Cyberhawk and underlines our aim to improve ethically and operationally wherever possible.

This report references the Global Reporting Index (GRI). Please refer to 'Cyberhawk GRI content index 2022' 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

"

Hi, my name's Chris Fleming and I'm the CEO of Cyberhawk.

Cyberhawk was founded in 2008 with one aim in mind: To inspect assets without putting people in harm's way.

Before Cyberhawk and the introduction of drones, options were limited and people often had to take calculated risks to complete inspections either by climbing or going in to confined spaces. I know because that's what I did for many years before we started flying drones.

From a small start-up in Scotland with zero clients we were the very first company to harness this technology and have grown to become the world leader with an international service that operates in 35 countries with more than 130 employees and 3 worldwide offices, in the UK, the US and Qatar.

While this is the first year that we've formalised our ESG approach, the core principles of doing decent business, elevating people and protecting the environments have always been at the heart of what we do.

We try to combine these three principles everyday so that we're not just a service provider to our clients – we're a solutions provider too. We're constantly looking for ways to improve the safety performance of our customers and aid them in achieving their environmental goals wherever we can.

With this, our inaugural ESG report, I'm looking to address the tremendous responsibility that Cyberhawk has for the people our business impacts and the environments we operate within. That's why we've formalised our sustainability approach so we can keep this as a core focus of the business going forward.

While we have grown significantly as a team in the last 14 years, it is important to me that we retain the small company culture that we started with so earnestly. It is for that reason that we created The 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.

Deliver 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.

Nae Drama: Taken from a Scottish colloquialism, meaning "No Drama" this value over-arches all the others and is at the heart of every job that we do.

Above all else, at Cyberhawk, we give the safety and wellbeing of our employees the highest priority. From day one, we instil that ideology into our Cyberhawkers and make it core to any training. It's also the reason for our various safety awards and accreditations, including ISO 45001, ISO 9001 and ISO 14001.

Like everyone else, we're conscious of our responsibility to protect the environment, minimising our impact wherever we can. The Intergovernmental Panel on Climate Change (IPCC) report paints an increasingly serious picture with climate impacts already more widespread and severe than expected. While we certainly don't have all the answers on how we can best play our part yet, we're committed to reducing and minimising our carbon emissions, supporting global UN climate goals and, as a first step, we will become a signatory to the United Nations Race to Zero campaign under the "SME Climate Commitment" this year.

We know we have a long way to go but are excited about the journey ahead and how Cyberhawk can play a role in contributing to the UN Sustainable Development Goals and building a brighter future for everyone.

"

Signature

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 too 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.

An overview..

136 employees

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

Located in and operating from three separate Cyberhawk offices in the US, UK and Qatar. We have completed work in 37 countries and used UAVs to inspect major assets for the first time in 35 countries.

$22 million

Turnover reached a record $22m in 2021 and is the consequence of our Gold Standard service that delivers the highest quality outputs in the safest way possible.

Key Services

Asset Inspection We utilise drone technology & 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 distance and angles representative of land quickly & accurately and is often 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 insight into CapEx projects.

The Basics

The Cyberhawk Approach to ESG

As Cyberhawk continues to grow, we are acutely conscious of the world we operate in and want to grow in a responsible and sustainable manner.

While this is our first ESG report, the Social and Governance components of ESG have been the beating heart of our business since we were founded in 2008.

Cyberhawk was founded to remove people from hazardous situations by replacing dangerous asset inspection work - that traditionally has been completed by people - with drones.

The health, safety & wellbeing of our people has always been our utmost priority – and that includes over any commercial, operational, environmental or social pressures.

Like all modern businesses, we are increasingly aware of our responsibility to play a part in addressing the global climate crisis. Our asset inspection techniques inherently reduce our clients' emissions compared to using traditional surveying methods. We recognise, however that whilst 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.

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 ESG targets, as well as our own. We will also provide our teams with the means to achieve our ESG targets on a day-to-day basis and will actively encourage our people to identify and implement actions to deliver and improve our ESG Plan.

Empowering Better Decisions

Elevating Our People

Protecting Our Planet

Doing Decent Business

Our Commitments

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

Contributing to the UN Global Goals

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

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

8 DECENT WORK AND ECONOMIC GROWTH

The Basics

ESG Governance

Who's Responsible?

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

How Often Will Progress Be Reviewed?

every

3

months

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

Who By?

The Senior Leadership Team
Adherence to our commitments will be managed by our Senior Managment Team but will also include the input of 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 every three months by the senior leadership team to make sure they continue to reflect aims and ESG ambitions with the full process taking place annually

The Basics

Finding Out What Matters to Us

To identify the most material ESG topics for Cyberhawk, 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.

Most Material

High

Significance to Our Stakeholders

1
3
5
6
2
9
8
10
11
12
7
4
13

Moderate

Significance to Our Business

High

Rank	Topic
1	Employee Eng, 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 Mngt
13	Supply Chain Management

Graph Key

● = Putting People First
● = Doing Decent Business
● = Protecting Our Planet

The Outcome

Employee Engagement and Diversity and Inclusion were identified as the most material topics 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 material 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 the business places on playing its part in addressing the growing climate emergency.

Using these material issues as a foundation, we developed an ESG strategy. This reflects existing ESG-related activity and future ambitions and initiatives, categorised under 3 headings: Putting people first, 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.

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 our 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 elevate our people.

How It Works

ESG Pillar

Relating Material Theme

Putting People First (Social)

Employee Engagement

Occupational Health & Safety

Diversity & Inclusion

Training & Education

Commitments

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

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

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

- 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. 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 put themselves in such hazardous situations.
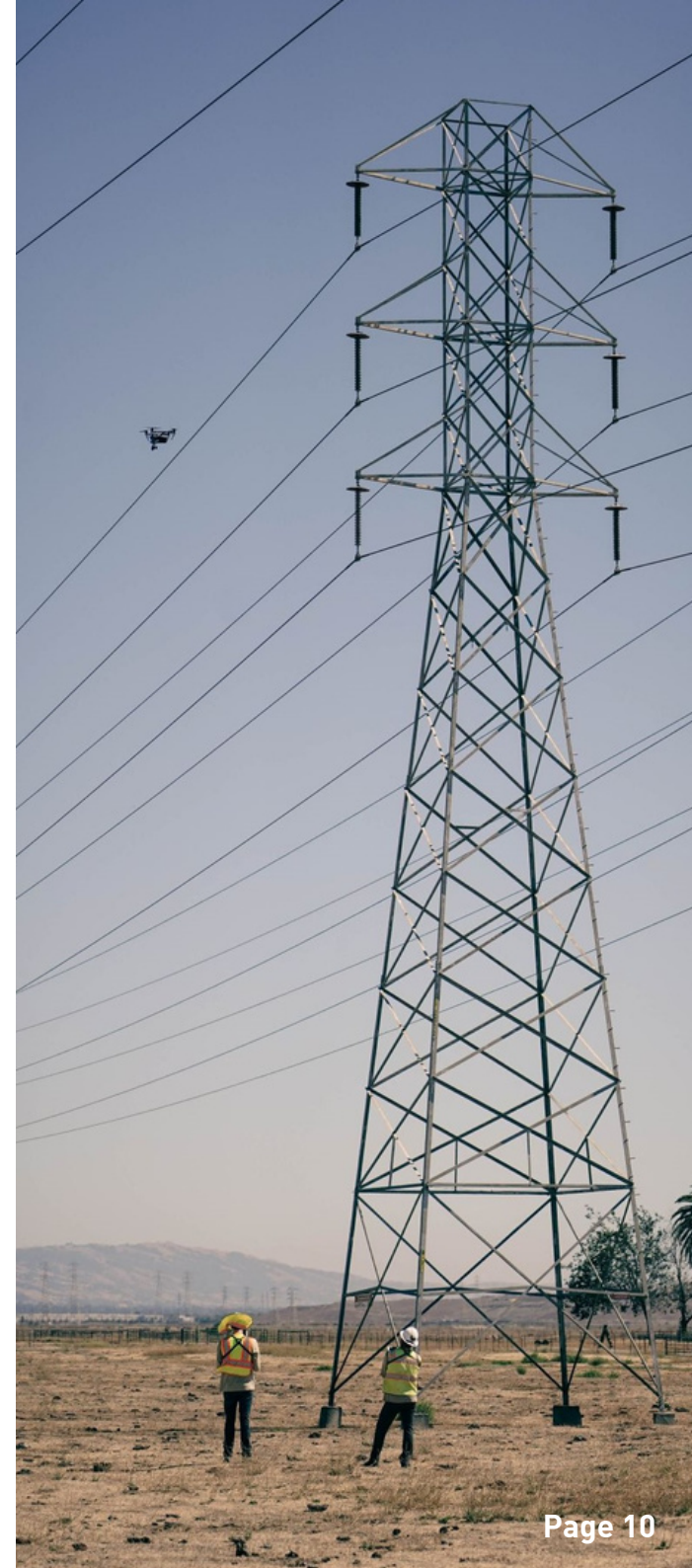
Elevating Our People

Occupational Safety, Health & Wellbeing

At Cyberhawk, we give Health, Safety & Wellbeing the highest priority over anything else related to our business – and that includes 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.

Not limited to that, however, we put an real onus on mental wellbeing and are firm advocates of the link between strong physical health and strong mental health.

Because of this, we offer all Cyberhawkers free gym membership and the opportunity to a cycle-to-work scheme, as well as access to **Health Assured:** an award-winning employee assistance programme that helps people with personal problems that impact their health and wellbeing.

Did you know? In 2021, Cyberhawk's drone teams saved our customers over 84,470 manhours of surveying in hazardous areas, keeping people out of harm's way.

Case Study: Griffin Wind Farm

Deploying drones for close visual inspection prevents technicians from entering hazardous environments, such as working at height or within poorly lit confined spaces – like in late 2021, where we inspected the internal blades of 61 wind turbines at Griffin Farm.

Traditionally, an inspector would need to physically enter the restrictive blade itself – an arduous task that requires specific training and an elaborate rescue mission should something go wrong.

With our method, we put drones where humans don't need to be. At Cyberhawk, we know that the best way to reduce risk, is to remove it entirely.

Elevating Our People

Engaging With Our Employees

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

A lot of our work involves 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 inherent in our work 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 our values is through our weekly all-staff call.

Cyberhawkers from all around the world dial in on a Friday and, as part of the call, give shout-outs to the people who have lived our values best that week.

Sometimes this can come in the form of **One Team**, working together to get the job done, or utilising our great experience to **Deliver Gold Standard** service to clients. Often though, it means **Showing Up and Having Fun,** like this Scotland-based pair last Christmas.

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.

Deliver 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 & 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.

By the Numbers

90%
Staff Retention Rate
Engagement with staff is mirrored in our strong retention rate of 90%

8.3
Employee Engagement Score
Employee engagement tool Peakon revealed our engagement score to be 8.3 out of 10 - 0.2 points above the industry benchmark

9.2
Non-discrimination Score
Peakon also revealed our non-discrimination score score to be 9.2 out of 10 - 0.6 points above the industry benchmark

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. Cyberhawk is no different and while our sector has not always reflected that traditionally, we as a company 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 document. The company is 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.

We are huge advocates of having varied experiences and backgrounds within a company as it unlocks different thinking and approaches to business challenges. We are therefore committed to driving diversity within the organisation and this will be a key work stream for us going forward.

" **Our people are what make Cyberhawk special. We try to foster an environment where individuals can bring their whole selves to work. We understand that there is value in diversity and that difference has worth – for both the company and the individuals that it's made up of.** "

Ursula O'Brien
Chief People Officer, Cyberhawk

Figure 1.
Gender breakdown of all Cyberhawk employees expressed as a percentage.

86% ■ Male

14% ■ Female
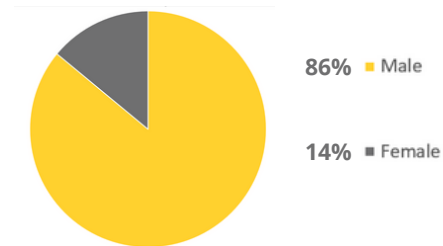
Figure 2.
Depiction of Cyberhawk employees who wished to divulge their ethnicity expressed as a percentage.

87.7% ■ White

3.5% ■ Asian

3.5% ■ Hispanic or Latino

1.7% ■ Black or African American

1.7% ■ American Indian or Alaska Native
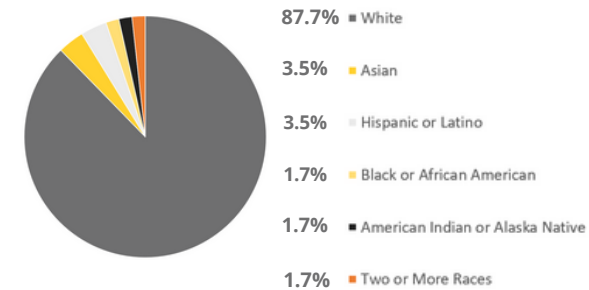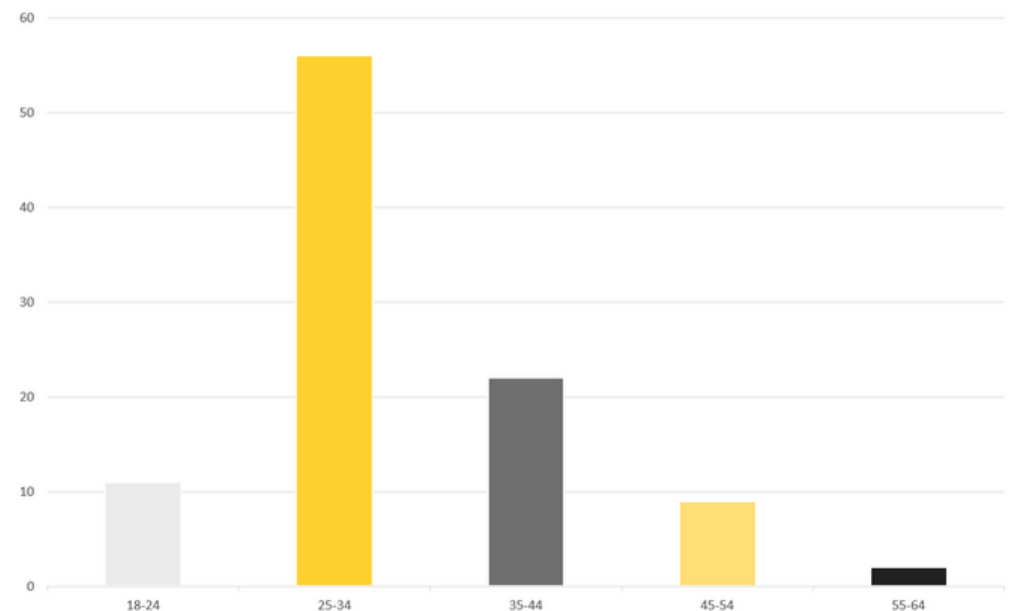
1.7% ■ Two or More Races

Figure 3.
Age profiles of all Cyberhawk employees expressed as a percentage.

Elevating Our People

Our Goals: 2022-2027

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 this list of working goals that will help us meet the huge expectations we've placed on ourselves.

Who's Responsible?

Ursula O'Brien, Cyberhawk CPO
Ursula is beating heart of Cyberhawk HR and if anyone knows our people, it's her. She will work in tandem with Phil and Adam.

Phil Buchan, Cyberhawk COO
Phil has ultimate control over our ESG operations, and that includes the People pillar of our strategy.

- Continually reduce the number of safety incidents per 1,000 flight hours year on year, including No RIDDOR incidents.

- Create a diversity target in **2022**.

- Increase the total number of days people are removed from working in dangerous situations by providing our services, on a **year-on-year** basis.

- 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.

Elevating Our People

Plans

In addition to the goals that we've set ourselves, we've put in place under-arching plans that will help us get to where we want to be from a people perspective; whether that be through the promotion of self-growth or broadening the diversity at Cyberhawk.

- Commit to instilling our ESG objectives into our individual performance objective for every Cyberhawker.

- 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.

Protecting Our Planet

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 for.

The environment is a huge part of the reason we undertook the strategic ESG approach to bettering Cyberhawk. So that what we could do could 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 are committed to developing targets aligned with the **Science Based Target Initiative** and becoming signatories to the United Nations Race to Zero campaign under the **SME Climate Commitment**.

How It Works

ESG Pillar

Relating Material Theme

Commitments

Protecting Our Planet (Environment)

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 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.

MANAGEMENT SYSTEM CERTIFICATION
DNV
ISO 9001 • ISO 14001
ISO 45001

Achilles
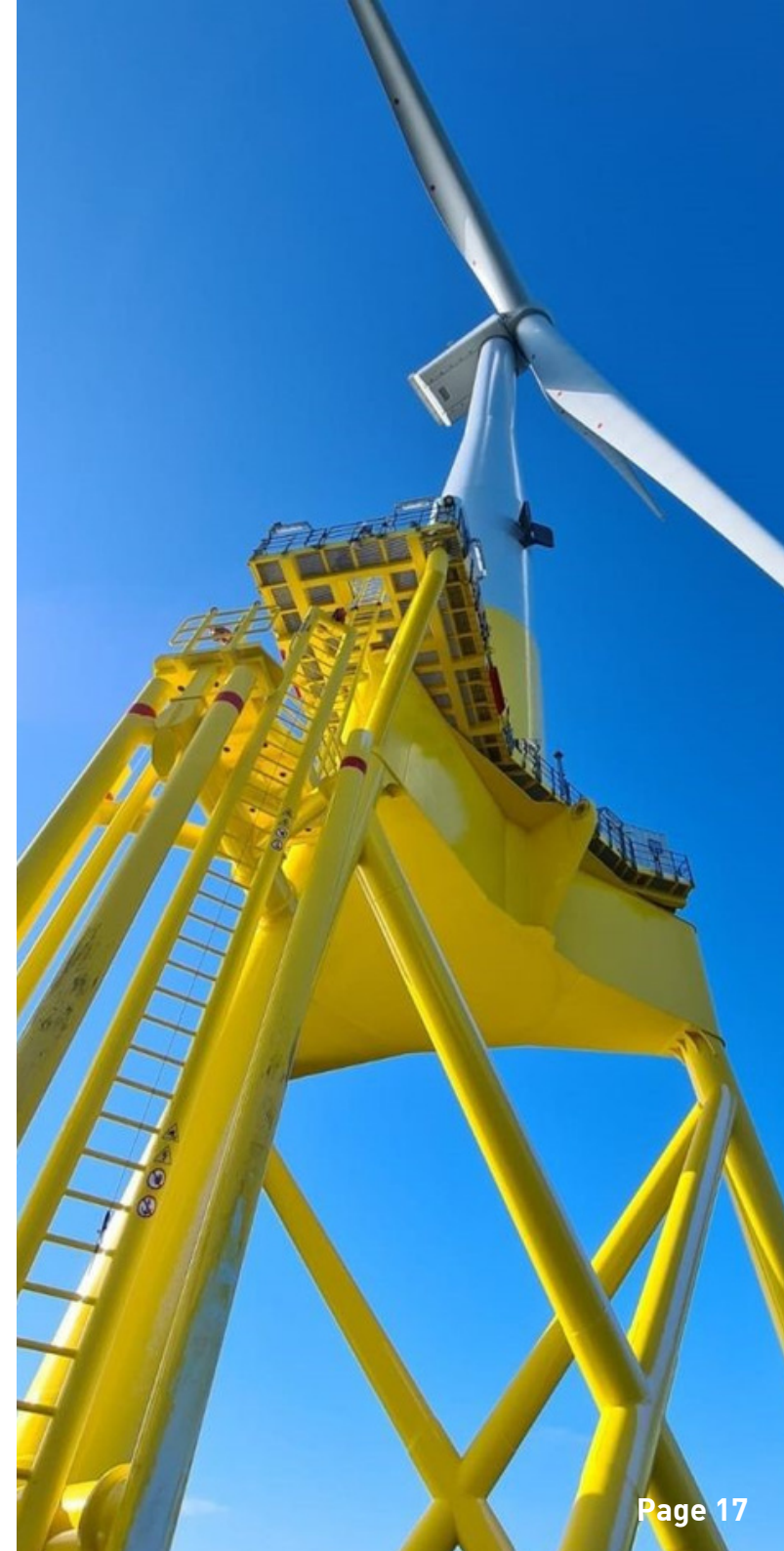
Cyberhawk Carbon Footprint Breakdown

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. To do this, we enlisted a third-party to help us understand exactly where our emissions were coming from.

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 includes all direct emissions generated by Cyberhawk, i.e. all company-owned facilities and vehicle fleets.
Scope 2 includes emissions released through purchased energy such as electricity and district heating.
Scope 3 encompasses indirect emissions such as employee commuting and purchased services.

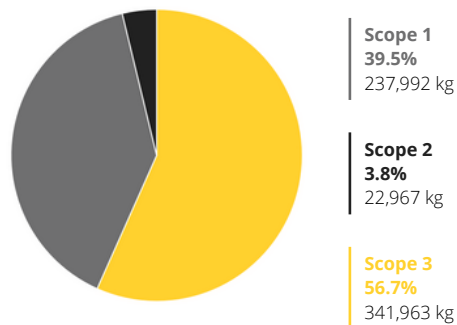**Figure 1.**
Division of CO2 emissions into Scopes 1, 2 and 3.

Scope 1
39.5%
237,992 kg

Scope 2
3.8%
22,967 kg

Scope 3
56.7%
341,963 kg

Figure 2.
The largest sources of CO2 emissions.

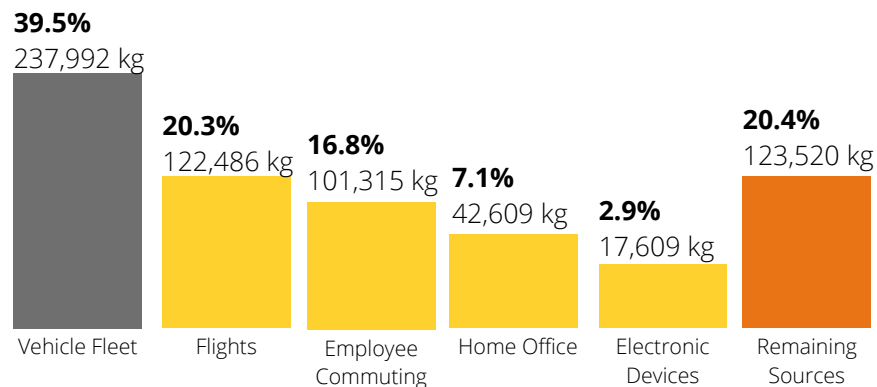| 39.5% | 20.3% | 16.8% | 7.1% | 2.9% | 20.4% |
| 237,992 kg | 122,486 kg | 101,315 kg | 42,609 kg | 17,609 kg | 123,520 kg |
| Vehicle Fleet | Flights | Employee Commuting | Home Office | Electronic Devices | Remaining Sources |

Figure 3.
CO2 emissions table: Corporate Carbon Footprint 2021.
The overall result for the period January 2021-December 2021 for UK & US operations.

	US Operations		UK Operations		Overall Results Cyberhawk Ops 2021	
	[kg CO2]	[%]	[kg CO2]	[%]	[kg CO2]	[%]
Scope 1	148910	52.6	89082	27.9	237992	39.5
Direct emissions from company vehicles	148910	52.6	89082	27.9	237992	39.5
Vehicle fleet	148910	52.6	89082	27.9	237992	39.5
Scope 2	4010	1.4	18957	5.9	22967	3.8
Purchased electricity for own use[1]	1818	0.6	9513	3.0	11330	1.9
Electricity (stationary)	1818	0.6	9513	3.0	11330	1.9
Electricity (vehicle fleet)	0	0.0	0	0.0	0	0.0
Purchased heating, steam and cooling for own use	2192	0.8	94419	3.0	11636	1.9
Heat (purchased)*	2192	0.8	9444	3.0	11636	1.9
Scope 3	130374	33.9	211589	66.2	341963	56.7
Purchased goods and services	652	0.2	17901	5.6	18553	3.1
Electronic devices	652	0.2	16957	5.3	17609	2.9
External data centre	0	0.0	845	0.3	845	0.1
Office paper	0	0.0	100	0.0	100	0.0
Fuel and energy related activities	96038	33.9	2573	0.8	98611	16.4
Upstream emissions vehicle fleet	95240	33.6	0	0.0	95240	15.8
Upstream emissions heat	375	0.1	1616	0.5	1992	0.3
Upstream emissions electricity	423	0.1	956	0.3	1379	0.2
Business travel	169	0.1	123316	38.6	123484	20.5
Flights	0	0.0	122486	38.3	122486	20.3
Rental and private activities	0	0.0	524	0.2	524	0.1
Rail	169	0.1	306	0.1	474	0.1
Employee commuting	33515	11.8	67799	21.2	101315	16.8
Employee commuting	25996	9.2	32710	10.2	58706	9.7
Home office	7519	2.7	35090	11.0	42609	7.1
Overall Results	283,293	100.0	319,628	100.0	602,921	100.0

Protecting Our Planet

Reducing Carbon Emissions

We are acutely aware of our carbon footprint and have initiated a workstream to identify stretching but realistic targets for carbon emission reduction. In the meantime, we've identified areas we can impact now.

We at Cyberhawk are always looking to embrace new and innovative technologies - and ones that help the environment are no different. Last year we ordered our first electric van and we're looking to add many more to our fleet in the years to come.

In addition to this, we promote low carbon working lifestyles for our teams. For instance, we offer a cycle to work scheme and initiated a travel survey to better understand how our employees commuted to the office and subsequently provided an e-bike fleet for employees, as well as providing training on more efficient driving to reduce fuel consumption.

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 will look to offset our emissions by working in tandem with **Abatable:** a carbon procurement platform that help connect carbon project developers intermediaries and corporates.

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 quite align with the environmental responsibility that all modern businesses are faced with today. This is not the case for drone-based inspections.

Recent research has revealed that to inspect a powerline by helicopter to the same standard of that done by drone would produce **at least four times as much** in emissions and in many cases produce **almost twenty times** in some circumstances.

HELICOPTER VS DRONE

IF A NATIONAL UTILITY COMPANY WANTED TO COMPLETE A 1,000 TOWER INSPECTION PROJECT

HELICOPTER INSPECTION WOULD PRODUCE AN ESTIMATED

99,700 KG OF CO2

CYBERHAWK DRONE INSPECTION WOULD PRODUCE AN ESTIMATED

4,491 KG OF CO2

THE EMISSIONS RELEASED BY THE USE OF A HELICOPTER COMPARED TO THAT OF A DRONE WOULD BE APPROX. 2,120% HIGHER

186g CO2 per km (based on the use of a standard vehicle by Cyberhawk's field teams), equals the total emission of 4,491 kg of CO2. (24,144 km travelled * 186 divided by 1,000 to get it into kg)

On average, the same structures can be inspected by helicopter in approx. 10 minutes to near the same standard. These figures are based on a Eurocopter EC135 helicopter.

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 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.

Cyberhawk: Putting Out Fires Before They Start

Wildfires are a growing problem globally - not only are they becoming increasingly frequent, but also beginning in places where they never used to be an issue.

This is, in part, due to global warming, but also, in a lot of instances, due to badly kept powerlines and their surrounding shrubbery which, in the right conditions, can lead to devastating consequences.

However, Cyberhawk's proactive method of inspection means that regular and consistent methods of overhead line inspection lead to identification of issues before they can become disastrous.

Not only that, our cloud-based data visualisation platform iHawk allows inspection teams to prioritise faults by need so that clients can be made aware of issues much more quickly than they would otherwise – and act on them accordingly.

Protecting Our Planet

Goals

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've come up with underarching plans to work by.

•**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?
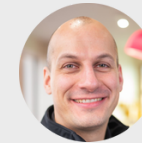
Patrick Saracco, Cyberhawk CRO
Chief Revenue Officer and friend to all. A large portion of our immense growth can be attributed to the man who makes us laugh most. He will concentrate on the environmental aspect of ESG with CIO Nick Stewart and COO Phil Buchan.

Nick Stewart, Cyberhawk CIO
Nick joined Cyberhawk in 2016 and is central to our aspirations in the software market as he spearheaded the creation of our innovative data visualisation platform iHawk.

Phil Buchan, Cyberhawk COO
Just as with the social aspect of our ESG commitments, Phil will combine with Patrick and Nick to assist and overlook the environmental pillar of our strategy.

Protecting Our Planet

Plans:
Our 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.

SME Climate Commitment:

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.

The Science Based Targets initiative defines and promotes best practice in emissions reductions and net-zero targets in line with climate science, specifically for information and communication companies.

Corporate Target	Implementation	2021 emission in kg CO2e/$M revenue * (base year)	Reduction Targets							Responsibility
			2022	2023	2024	2025	2026	2027	2030	
GLOBAL SCOPE 1 REDUCTION Target			5%	10%	15%	20%	25%	30%	50%	
Reduce vehicle CO2 emissions	100% electric car fleet	11	5%	10%	15%	20%	25%	30%	50%	P.Saracco/ Nick Stewart
	Hybride cars & biofuel fleet									
	Field car sharing									
	Cultural change for alternative transport modes (e.g.train)									
	Powerbanks/ solar panels for drone battery charging (No more battery charging with running diesel car engine)									
GLOBAL SCOPE 2 REDUCTION Target			5%	10%	15%	20%	25%	30%	50%	
Reduce purchased electricity and heating CO2 emissions	Office related Energy reduction by educating and communicating best practices	1	5%	10%	15%	20%	25%	30%	50%	P.Saracco/ Nick Stewart
	Sensors on office lights									
	Heaters and temperature control- timers on the heaters									
	Improve Data to collection and comparision from year to year									
GLOBAL SCOPE 3 REDUCTION Target**			2%	12%	19%	24%	29%	34%	51%	
Reduce business travel, commute,home working and purchased goods CO2 emissions	Improve data collection :Expense system for flight distance & numbers of hotel nights	16	2%	12%	19%	24%	29%	34%	51%	P.Saracco/ Nick Stewart
	Ebike fleet									
	Incentives when staff is commuting by bike (track numbers & encourage good practices)									
	Provide computers in the office to be booked by bike commuting employees									
	Car sharing incentives									
	Electric Vehicle Car Lease scheme									
	Platform with sustainable choices and alternatives									
	Sustainable choice of laptops & IT goods									
	Get rid of data we do not need anymore-> business best practices									
	Challenge on reducing your CO2- finding appropriate App									
	Comparison tool for different transport methods (start with Dublin, Belfast, London)									
	Embrace Homeworking									
TOTAL		29								

* Measured for scopes 1,2 & 3 carbon emission, per total annual flight hours.
** Based on SBT Guide on ICT companies.
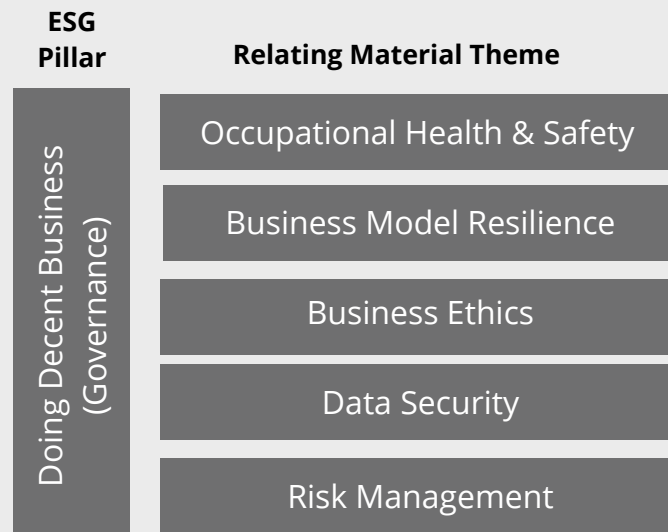
Doing Decent Business

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.

How It Works

ESG Pillar

Doing Decent Business (Governance)

Relating Material Theme

- Occupational Health & Safety
- Business Model Resilience
- Business Ethics
- Data Security
- Risk Management

Commitments

- 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.

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.

It 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/

ISO 27001 — Information Security Management Certified

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 is our man on the ground who will interact with department heads, managers ESG pillar champions to determine how commitment to policy is being adhered on an individual level.

Elevating Our People

Phil will liaise with Ursula on all social matters.

Protecting the Planet

Nick and Patrick will work with Phil regarding environmental aims.

Doing Decent Business

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

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 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 is 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.*

Site safety audits conducted by line managers:
- *These checks include 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 in order to mitigate the risks.*

Supplier and sub-contractor QHSE audits:
- *Introduced in 2021, this approach makes sure 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.*

Emergency response plan exercises:
- *These exercises are performed twice a year by lead pilots out in the field & desk-based 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 scrutinizes the Cyberhawk Risk Register - this includes looking closely at equipment, access, new risk data and both 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 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 driven 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.

Doing Decent Business

Our Goals:
2022-2027

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:

- We will 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.

- We will 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.

- We will provide an overview of our commitments and compliance certificates on our website.

- We will provide refresher training on Anti-bribery and Corruption to relevant employees every two years.

- We will achieve ISO certification for the US business in 2022 and for the Qatar business in 2023.

- We will 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, Cyberhawk 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 governmental objectives.

Phil Buchan, Cyberhawk 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.

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.

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

-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

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 & E	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 approach 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: Environmen	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
GRI 102: General	102-13 Membership of associations	N/A
Disclosures 2016	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
	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 (cont'd)

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 Prevention 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-discrimir	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

Metric	Unit	2020/21*	2019/20	2018/19	GRI Standard
Workforce composition					
Total number of permanent employees	Number	93*	52	34	102-08
Gender split of permanent employee base (Female/Male/Prefer not to say)	%	10% Female, 90% Male	11% Female,89% Male	12% Female, 88% Male	102-08
Total number of temporary employees (contractors)	Number	8	N/A	N/A	102-08
Gender split of temporary employees or contractors (Female/Male/Prefer not to say)	%	0% Female, 100% Male	N/A	N/A	102-08
Total number of full-time employees	Number	76	51	33	102-08
Gender split of full-time employee base (Female/Male/Prefer not to say)	%	8% Female, 92% Male	N/A	N/A	102-08
Total number of part-time employees	Number	0	0	0	102-08
Gender split of part-time employees (Female/Male/Prefer not to say)	%				102-08
Total number of new hires in the reporting period	Number	58	18	5	401-01
Age split of new hires (under 30 yrs/ 30-50yrs/ over 50	%	31%,61%,8%	11%,72%,17%	40%, 60%, 0%	401-01
Gender split of new hires (Female/Male/Prefer not to say)	%	7% Female, 93% Male	17% Female, 83% Male	20% Female,80% Male	401-01
Employee turnover - total	%	20%	N/A	N/A	401-01
Employee turnover - by age (under 30 yrs, 30-50yrs/over 50)	%	18%,76%,6%	N/A	N/A	401-01
Employee turnover - by gender (Female/Male/Prefer not to say)	%	12% Female, 88% Male	N/A	N/A	401-01
Diversity and Inclusion					
Incidents of discrimination	Number	0	0	0	406-01
Proportion of the governing body who are female	%	12%	0	0	405-01
Proportion of the senior leadership team who are female	%	12%	0	0	405-01

*As of December 2021

Appendices

Environmental Data Table

Climate protection		2021/22*	2020/21	2019/20**	GRI Standard
Greenhouse gas emissions - total	tCO2e	603	214	266	305
Greenhouse gas emissions Scope 1	tCO2e	238	67	78	305-01
Greenhouse gas emissions Scope 2	tCO2e	23	16	69	305-02
Greenhouse gas emissions Scope 3	tCO2e	342	131	119	305-03

Waste					
Total waste generated (non hazardous)	tonnes	NA	NA	NA	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	71,380	302-1
Energy consumption outside the organisation*	kWh	NA	NA	NA	302-2
Water consumption	cubic metres	NA	NA	NA	303-5

*baseline

** non validated calculation report

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