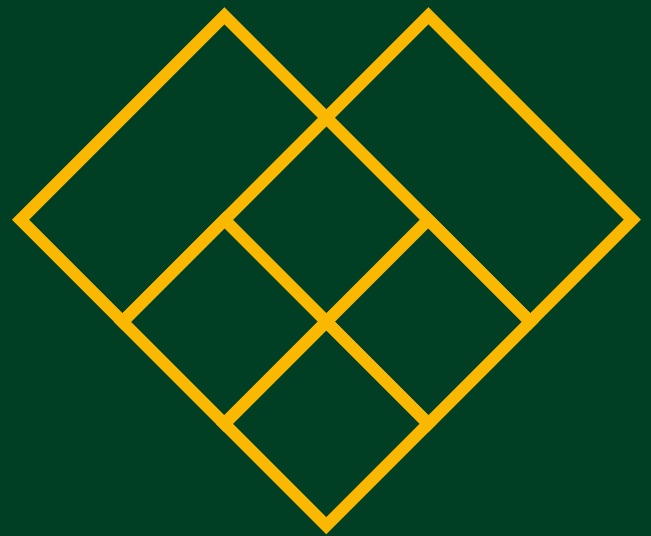




# Annual ESG report

2023



PREPARED BY:

PAUL BRESLIN BSc DipESG CMIOSH PCQI GradiEMA

ESG & Regulatory Risk Director

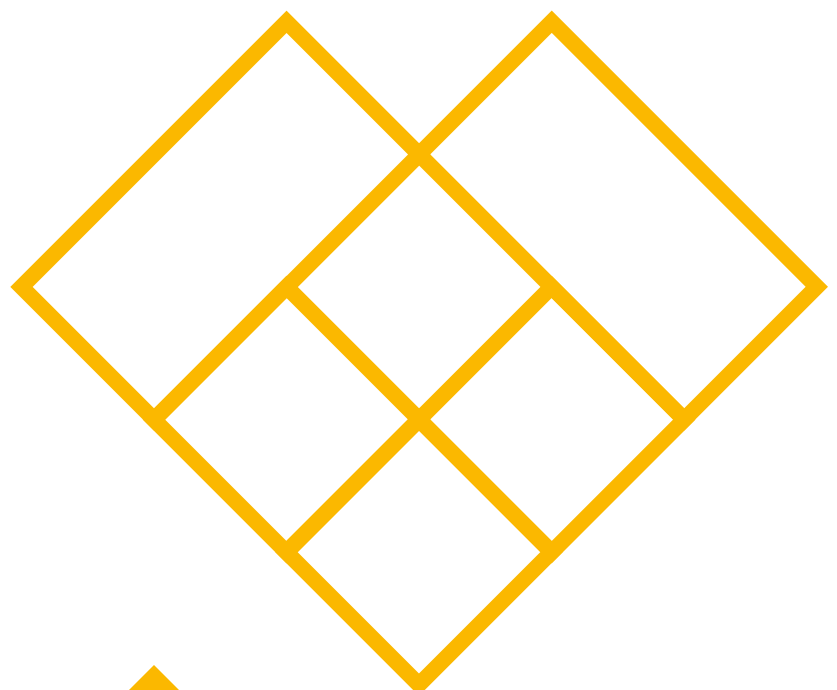
## Table of Contents:

**01** Overview

**02** Environmental

**03** Social

**04** Governance





# 01 Overview

Pictured: Colette Spencer, Geologist



**INTRODUCTION**

**PICTURED: ON LOCATION IN GLEN LOCHAY**



## About This Report

The Brundtland Commission defined sustainability as meeting the needs of the present without compromising the ability of future generations to meet their own needs. In the context of Igne being sustainable, it means that our operations and services are environmentally friendly, socially responsible, and economically viable to ensure long-term success and wellbeing for both current and future stakeholders. This involves reducing our carbon footprint, reducing waste, promoting fair labour practices, and investing in community development.

Essentially, sustainability for Igne means balancing profit with social and environmental impact to ensure a healthy and prosperous future for all.

This 2023 Environmental Social Governance (ESG) Report is the first ESG report issued by Igne Group Ltd.

It reflects our commitment to transparency and provides details on our ESG progress in the calendar year ending December 31, 2023. Baseline data is reported from FY2022.

Topics included in this report are based on our most significant ESG issues and it contains plans for our future ESG roadmap. Igne Group Ltd has utilised an operational control approach, and this report covers initiatives and performance metrics associated with our UK operations. Igne anticipates issuing an ESG Report annually. We have utilised the United Nations Sustainable Development Goals (SDGs) as a guiding framework in the development of our ESG initiatives. Igne supports the UN SDGs and has selected those most appropriate to our business operations. We will consider further SDGs when developing our ESG strategy and goals.

Igne Group Ltd engaged with an external consultant to provide guidance and advice on our environmental data to ensure we report to corporate standards for greenhouse gas (GHG) reporting. We welcome feedback on our ESG strategy and goals. To share questions or comments, please contact [Paul.Breslin@igne.com](mailto:Paul.Breslin@igne.com)

## A Word From The CEO

With great pride, I introduce our company's inaugural Environmental, Social, and Governance (ESG) report. This document marks the beginning of a structured approach to documenting and improving our impact on the world around us.

As we embark on this journey, we are committed to transparency and accountability in our sustainability efforts. Our report lays the foundation for continuous improvement and sets the stage for integrating ESG principles into our core business strategy.

We believe this report will measure our current achievements and act as a beacon guiding our future endeavours towards greater environmental stewardship, social responsibility, and governance excellence.

Our path considers the environmental impact of our business decisions, recognising the urgency of climate change and the role we must play in addressing it. These pages detail our efforts to reduce emissions, conserve resources, and invest in renewable energy, showcasing our resolve to be stewards of the planet.

Socially, we have taken significant steps to ensure that our workforce reflects the diversity of our communities, fostering an inclusive culture where every employee feels valued and empowered.

Governance, the cornerstone of trust and integrity, has been bolstered through enhanced policies and practices that ensure accountability at all levels of our organisation. We have strived to create a governance framework that complies with regulations and sets a benchmark for best practices in our industry.

We have set ambitious targets for ourselves and intend to meet them with the same vigour and passion that have driven our success thus far.

We understand that the road ahead is long and the challenges are substantial, but we are resolute in our belief that a sustainable business is a successful business.

This report serves as a baseline, a starting point from which we will advance our ESG objectives. It is a living document that will evolve as we do, reflecting our achievements and the lessons we learn along the way.



**Rob Hunter, CEO**



Formed in 2023, Igne is the synergetic amalgamation of six companies, renowned within their respective fields, and with over 350 years of combined experience.

A one stop shop for pre- and post-construction services.

Igne offers stand-alone or fully integrated services and can support an entire project’s lifecycle. Best of all, Igne’s size and reach means we have the capacity to deliver solutions nationwide.

**Igne’s six service categories are:**

- ❖ geo-environmental
- ❖ site investigation,
- ❖ unexploded ordnance,
- ❖ construction materials testing,
- ❖ water wells, and
- ❖ geothermal.



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## Purpose

To improve the built environment, enable sustainable communities and advance positive change

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## Vision

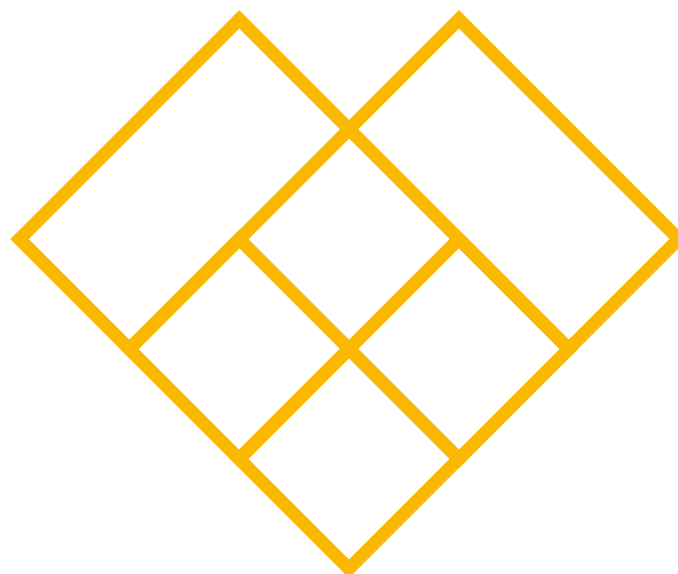
To become the most trusted tier 1 partner for more environmentally sustainable site investigation and drilling service across the entire construction and infrastructure lifecycle in built environments across the UK

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## Mission

To grow our national presence by delivering today and thinking about tomorrow, making bold moves and smart business deals. This may include partnerships, selective acquisitions and strategic alliances where and when they make sense

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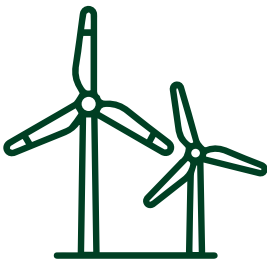
IGNE

WHO WE WORK WITH

Igne operates UK wide in several markets. Our core industries are construction, transport and infrastructure, renewables, mining and earthworks, land remediation and nuclear.

Our business model is supported by our UK premises coverage which allows us to conduct site operations within short notice and with a quick turnaround. This aligns with our commitment to quality service, environmentally sustainable practice and technical expertise, demonstrating our core values.

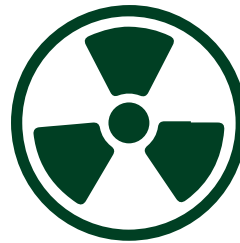
The illustrations below highlight our key industries. Our ESG approach, centres around delivering a sustainable service with the future in mind.



Renewable Energy



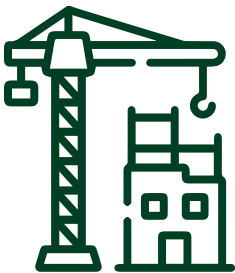
Transport Infrastructure



Nuclear Industry



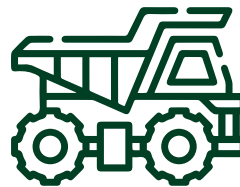
Domestic Clients



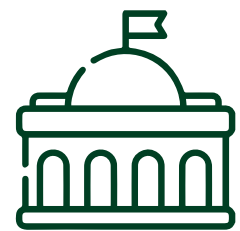
Construction Industry



Land Remediation



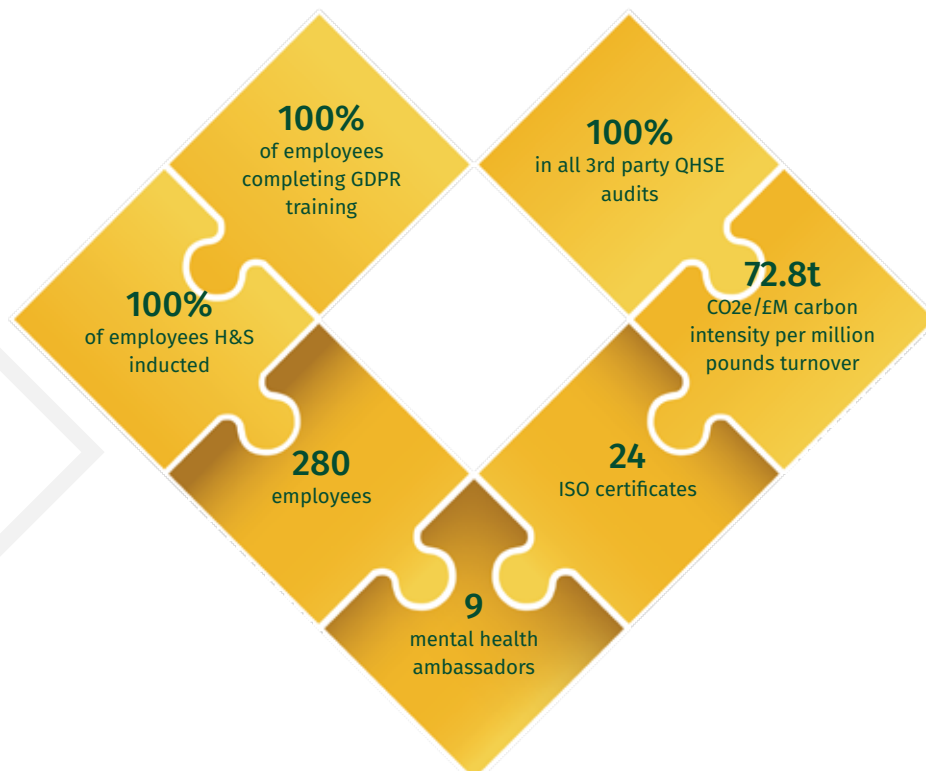
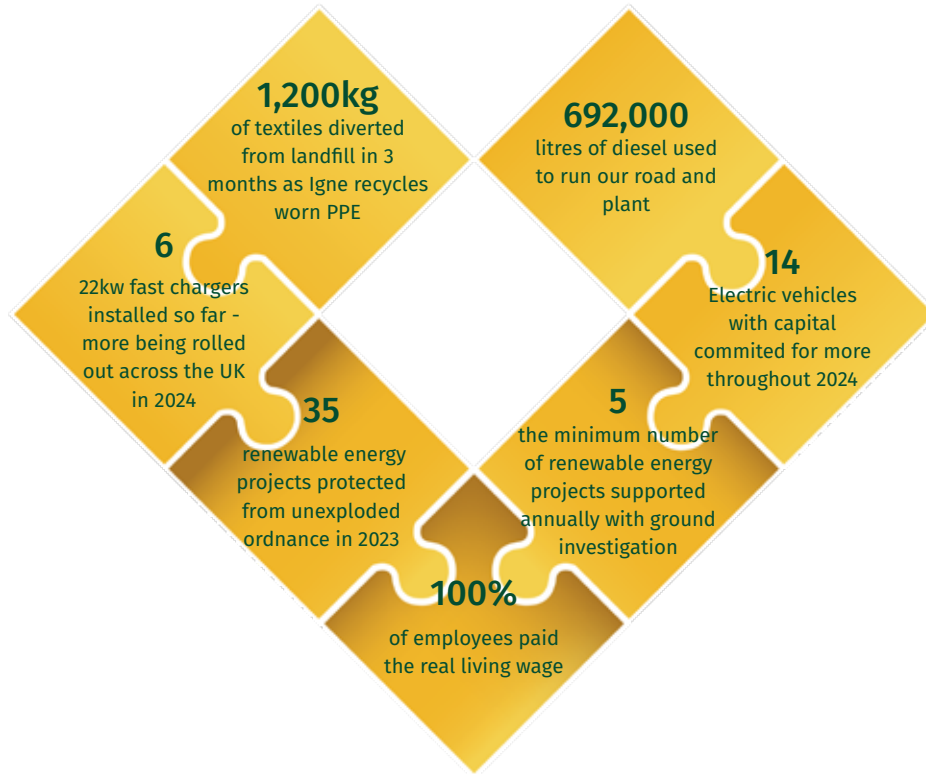
Mining & Earthworks



Public Bodies



## Select 2023 ESG Highlights



# ISO Certification

In the past year, we have expanded our ISO 9001, 14001 & 45001 accreditation from 11 accredited certificates to 24 covering the whole Igne Group. Securing these certifications ensures that our policies and procedures are fit for purpose.

Our accreditation provides external recognition of our quality, health, safety and environmental efforts, and reassures our customers and suppliers. Our strategies are aligned to external international standards, we fulfil relevant compliance obligations and we operate more sustainably and responsibly.



PICTURED: IGNE'S FLEET OF SONIC RIGS

## ESG Framework - UN SDGs

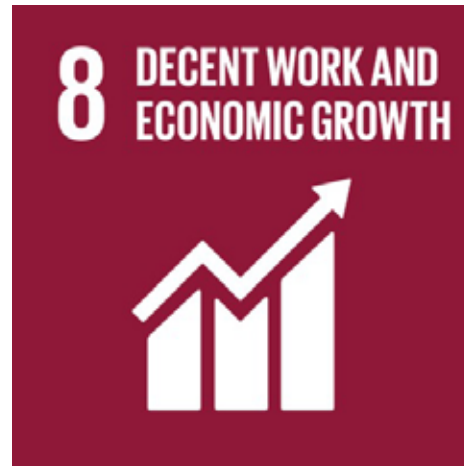


### Target

- ❖ 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, with a particular focus on 5.5.2: proportion of women in managerial positions.

### Progress

- ❖ Igne works in predominantly male dominated industries, however we are striving to close the gap on gender composition, which is reflected in the number of females in managerial positions across Igne. We want to close this gap further and we will continue to increase gender composition above the construction industry average number of females in leadership positions (15%). Igne currently has 20% females in leadership positions.



### Target

- ❖ 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

### Progress

- ❖ Igne ensures health, safety and wellbeing are the top priority for the business. Our Igne behaviours model demonstrates that the safety of our people is considered in all business decisions. Our commitment to maintaining and improving safety standards is recognised through our external accreditations and audit performances.

## ESG Framework - UN SDGs



### Target

- ❖ 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

### Progress

- ❖ Igne is a newly formed company and we have set out our ambitions early with clear intentions to make our operations more sustainable. This includes our supply chain and our customers. Our commitments include annual reporting of our environmental performance and clear targets set to pave our route to Net Zero.



### Target

- ❖ 13.2: Integrate climate change measures into national policies, strategies and planning, with a particular focus on 13.2.2: Total greenhouse gas emissions per year.

### Progress

- ❖ Addressing climate change is a significant element of our sustainability strategy. By identifying risks and areas of operations which emit most carbon, we can reduce emissions. This SDG is also about engaging people, raising awareness and collaborating with stakeholders, particularly clients and suppliers. We have engaged with alternative energy suppliers to move away from fossil fuels and we collaborate with clients at project inception to take a proactive approach to reducing site environmental impacts.





## 02 Environmental

Pictured: Katie Forrest Project Geologist





## Our Environmental Approach

We recognise the impacts of climate change are being realised and the consequences will affect us all worldwide.

There is a consensus regarding the need to accelerate our decarbonisation efforts urgently to limit future impacts, but taking the first step on any journey, especially one that will last for many years is crucial.

Our first challenge was to establish the baseline of carbon emissions; this will form the foundation for a solid strategy and a road map that can be integrated across our organisation.

A considered strategy can help identify changes which require little or no investment and those which need significant financial input. Identifying easy wins will also guide us on how we assimilate our decarbonisation strategy into our future expansion and investments.

We realise that a level of pragmatism is required. There is much that can be done with a good degree of certainty now; however, looking ahead to the next five or ten years and beyond, there are uncertainties. On this journey, it will be necessary to stop regularly, evaluate our progress, and consider our previous approach to ensure we are on track for the targets we are aiming for.

Finally, decarbonisation requires significant collaboration. It's crucial our customers, clients and supply chain consider their own impacts and influence they hold with staff and wider stakeholders, and what influence they can have on the green agenda, for example through their own supply chains. We evaluate all suppliers' environmental measures during our annual supplier audit process.



## GHG Protocol Reporting

### Reporting Scope

Igne Group Ltd began measuring its direct carbon emissions in 2022. Our emissions inventory includes all direct scope 1 emissions and indirect scope 2 emissions, with plans in place to include scope 3 in the near future.

Our scope 1 emissions will account for all mobile plant and our commercial vehicle fleet, local heating (natural gas) and other emissions such as compressed gases.

For scope 2 emissions accounting, we will report the absolute emissions from our electricity use using the location-based methodology. We feel this is the most appropriate way to account for this emissions source.

It is recognised that biofuels and bioenergy are being used more predominantly, and so we have chosen to disclose the GHG protocol defined out of scopes emissions associated with the use of known biogenic emissions. However, as these are not deemed a net contributor to global carbon emissions, they are not included in Igne's total net emissions.

### Standards & Methodology

We have chosen to report to GHG protocol - corporate standards. Which will ensure our GHG inventory represents a true and fair account of our emissions through the use of standardised approaches and principles.

Our conversion factors used to calculate the emissions are based on the use of primary data where available and the application of UK Government DEFRA conversion factors which are available here: Greenhouse gas reporting: conversion factors 2023 - GOV.UK ([www.gov.uk](http://www.gov.uk))

### Recalculation Policy

Recalculation of the baseline accounts will be undertaken under the following circumstances:

- ❖ Re-calculation due to structural changes
- ❖ Re-calculation due to changes in the calculation methods (scope 3)

# Temporal Boundary

January to December (Calendar Year)

# Organisational Boundary



# Operational Boundary

All activities conducted within our premises and site operations

## ENVIRONMENTAL

## EMISSIONS REPORTING AGAINST BASELINE DATA

Emissions scope	Baseline Emissions 2022		2023 Reporting		Variance	
	tCO2e	tCO2e/ Person	tCO2e	tCO2e/ Person	Absolute	Intensity
Scope 1	1849.07	6.53	1900.48	6.78	+2.7%	+3.8%
Scope 2	169.70	0.60	132.34	0.47	-22%	-22%
Total S1 & S2	2018.76	7.13	2032.82	7.26	+0.7%	+1.8%
Out of scope	-	-	115.96	0.41	-	-

## Scope 1 & 2 Reporting

igne's emissions are significantly attributable to transportation and mobile plant and this accounts for 87% of our overall reported emissions.

These emissions stem from the many number of HGVs and LGVs used to deliver our services across the UK.

Liquid fuels (diesel & petrol) are by far the largest contributor to our direct emissions making up over three quarters of our emission source measurement and will be a key focus for our future carbon reduction strategy.

Our commercial, HGV and plant fleets are essential to our service and we are already in the process of decarbonising our company car fleet across all businesses.

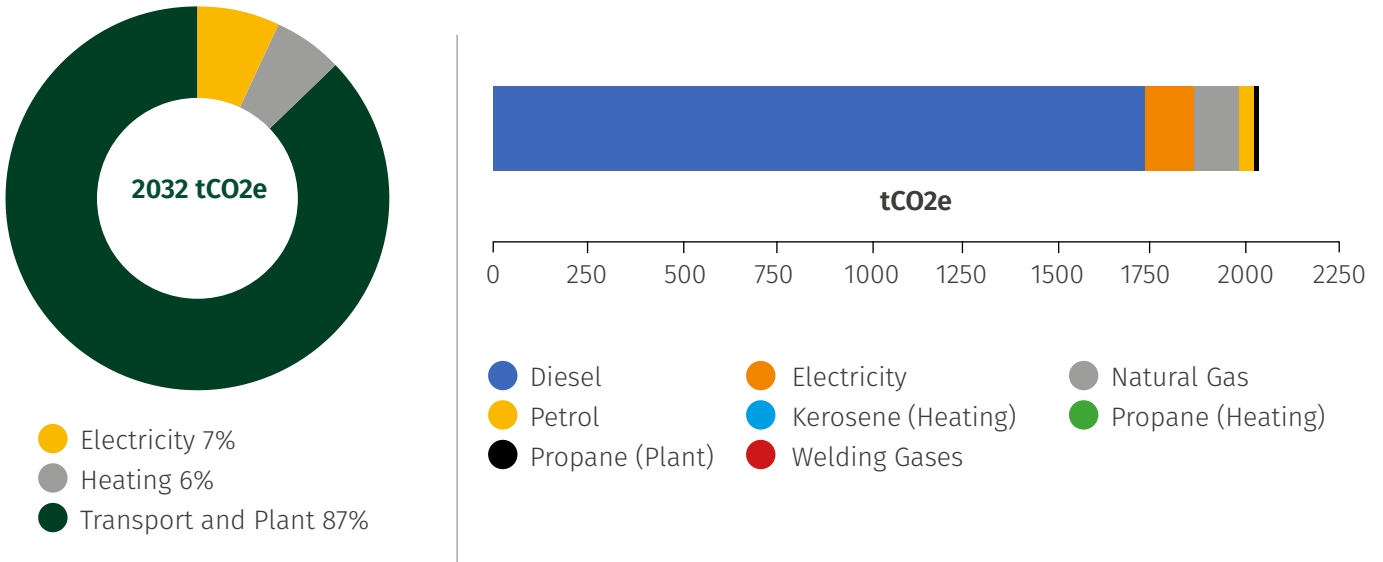
Emissions from the other sources listed such as electricity, natural gas, welding gases and stationary combustion equipment are important in contributing to our carbon footprint, however these remain low contributors.

We will consider green energy providers as and when renewals of energy contracts are needed.

ENVIRONMENTAL

SCOPE 1 AND 2 REPORTING 2023 EMISSIONS SOURCES REPORTING

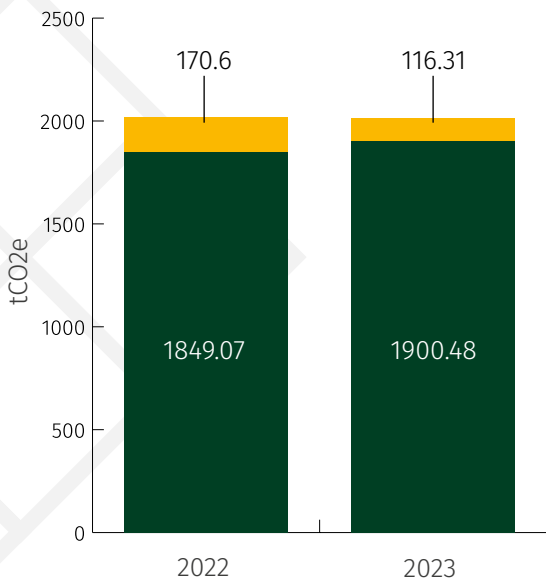
2023 Emissions Sources Reporting



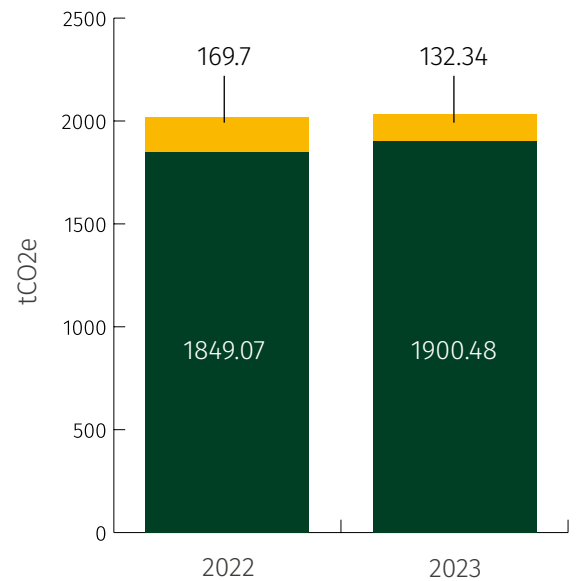
For scope 2 emissions accounting, despite the fact that 49% of our electricity supply is generated from renewable sources, (determined from our energy supplier declaration), we have chosen to report the absolute emissions using DEFRA UK average factors and adopting a location-based methodology in place of market-based.

We feel this is the most appropriate way to account for this emissions source.

Market Based Emissions



Location Based Emissions







## Electric Vehicles At Igne

Igne has started its journey to reduce environmental pollution and reduce energy costs by encouraging the use of EV company cars and begun the process installing EV charging points at all our business premises.

The UK Government's introduction of the Zero Emissions Vehicle (ZEV) mandate which requires all new cars and commercial vehicles to be zero emission by 2035 gives us a lever to strengthen our green transition.

As more and more of the population and employees become acutely aware of the effects of climate change and are actively making lifestyle changes to contribute, many will also look at Igne to do the same. Putting charging points in our depots is part of our green business strategy.

We are aware of the intense scrutiny on how businesses are contributing to global warming.

EV charging demonstrates our commitment to sustainability.



Pictured: Igne's new Massenza MI40 drilling rig

## Modernisation Of Plant Fleet

Modernisation of plant equipment brings numerous benefits to Igne and for the environment. By upgrading to newer, more efficient equipment, we can reduce our energy consumption, emissions and our impact on the environment.

One of the key benefits of modernising plant equipment is the improvement in energy efficiency. Older equipment tends to be less energy efficient, leading to higher energy consumption and increased greenhouse gas emissions. By replacing outdated machinery with newer, more energy-efficient models, we can reduce our overall energy usage and lower their carbon footprint.

Furthermore, modernising our plant fleet will lead to long term cost savings. By investing in more efficient equipment, we will reduce operating and maintenance costs, improve productivity, and stay competitive in the market. This can also help to attract clients who are increasingly looking for sustainable services.

Overall, the modernisation of plant equipment can bring significant benefits for both the environment and for Igne. By reducing energy consumption, lowering emissions, and improving overall efficiency, we can help to protect the environment and reduce their impact on climate change. Investing in modern equipment is a win-win situation that can lead to a more sustainable future for all.

“

Plant and machinery contributes significantly to our Scope 1 emissions. We are always scanning the horizon for innovative solutions to reduce our environmental impacts through our operations.

Our water wells team took delivery of their new Massenza MI40 drilling rig at the end of 2023, deploying on it's first project at the beginning of 2024. Currently working on a project for the University of Warwickshire, the MI40 is drilling boreholes to provide low carbon heating across campus. This rig has the capacity to drill up to 1000m and we hope to employ it on other similar low carbon heating solutions in the future.

**Ben Cornish**  
**Director of Water Wells**

”

Pictured: Igne's new Massenza MI40 drilling rig





## Sustainable PPE

As part of the business rebrand to Igne, we ran a new initiative to limit our environmental impact by recycling over 1.2 tonnes of old uniform and PPE.

We engaged with Avena recycling who are specialists in textile shredding, clothing destruction and textile recycling.

This solution provided multiple benefits including protecting branded material as well as reducing our environmental impact.

This process continues with a full-service destruction and recycling solution that ensures 0% to landfill.



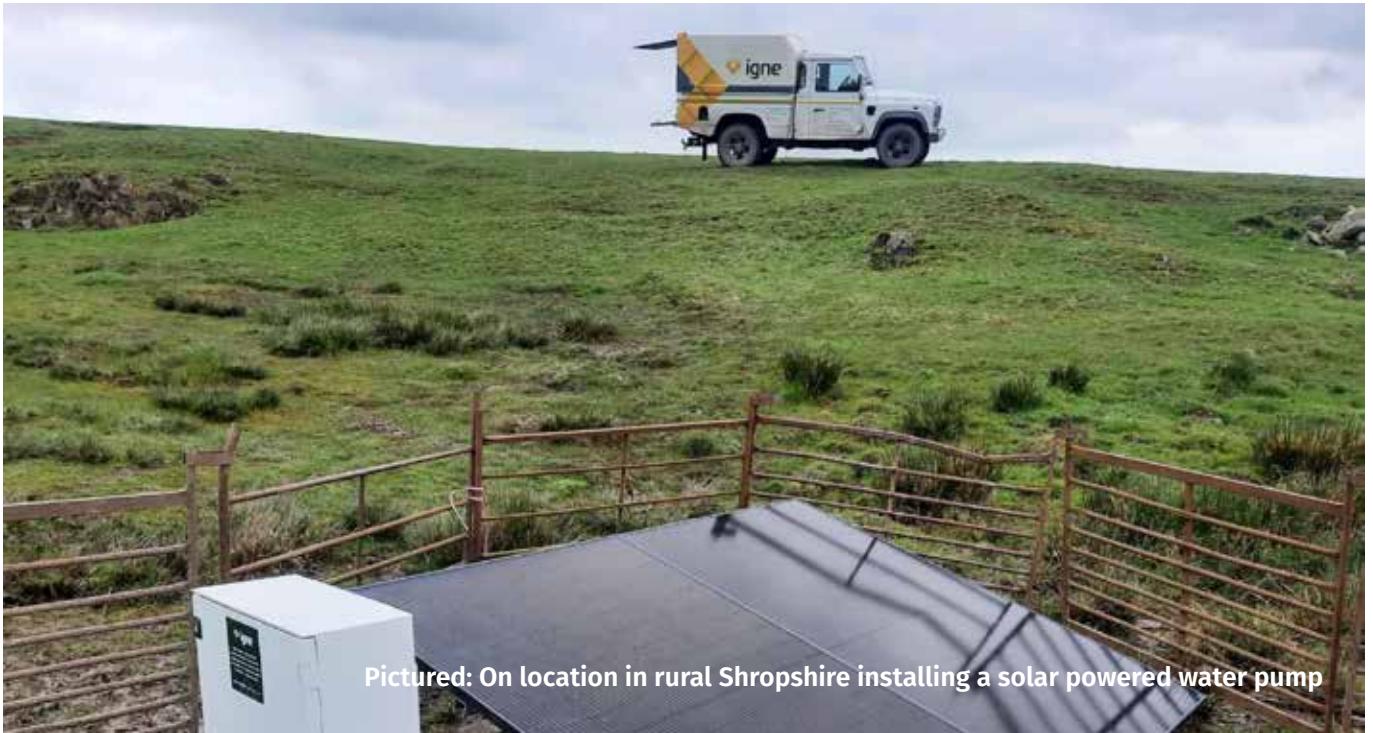
## 03 Social

Pictured: L to R George Luke, John Kirby, Mark Gratton,  
David Morris and Aaron Scullion



SOCIAL

HEALTH AND SAFETY OF OUR PEOPLE



Pictured: On location in rural Shropshire installing a solar powered water pump

## Working Safely Every Day

The health, safety and wellbeing of our people and all others affected by our activities is fundamental to our purpose and critical to our mission. Nothing is more important. If anything – a job, a procedure, a project or travel – cannot be done safely and securely, we will not do it.

We pride ourselves on holding the highest standards in safety and through our many accreditations, training and commitment, we ensure that all our people go home to their family, friends (and pets!) every day. Health and safety are top of our agenda.

Igné’s ESG and Regulatory Risk Director is responsible for all compliance areas including quality, health and safety, environmental and transport compliance.



The environment we operate in is ever changing and we aim to be proactive in our safety approach. Our QHSE culture is also continually evolving and so our colleagues are empowered to take ownership of their own safety and trained to deliver the best quality, health, safety and environment performance.

We set high standards and do not compromise on safety.

**Paul Breslin**  
**ESG and Regulatory Risk Director**



SOCIAL

SAFETY STATISTICS 2023

Fatalities	0
Reportable injuries (over 7 days)	2 HSE Riddor
Lost time injuries	4
Work days lost	124
Minor accidents	12
Near miss reports	11
Near miss frequency rate (NMFR)	17.7 per million hours worked
Total hours worked	619920 estimated
Accident frequency rate	11.29 per million hours worked

## Workplace Accidents

Our H&S performance metrics cover all directly employed and contracted staff under management of Igne in 2023. Incident rates are calculated based on a rate of million working hours. Igne reported no fatalities or high-consequence work-related injuries.

Our accident frequency rate (AFR) of 11.29 per million hours can be correlated to an AFR of 2.2% which is below a construction industry rate of 2.6%.

We have increased our near miss frequency rate (NMFR) from 11.3% in FY2022 to 17.7% in 2023. This is an indication of a more proactive approach to incident reporting and safety culture.

We acknowledge we still have work to do to meet the goal of creating a positive reporting culture.

We remain committed to providing a safe work environment for all and have taken significant steps to improve our overall safety performance.

This includes increased attention to leadership engagement and improving our health and safety standards.

This is to ensure our operations follow clear and consistent guidance.

SOCIAL

EMPLOYEE WELLBEING - MINDS MATTER

# Igné's Journey Into Mental Health

We have increased the support and knowledge that we provide to our employees.

We have also increased awareness and worked to reduce stigma around our mental health through campaigns and training such as Igné's mental health awareness programme: 'Stop, Think, Understand. Support.'

This programme won the British Drilling Association's Health and Safety Award in 2022 and was shortlisted for Ground Engineering (GE) Awards and Construction News Awards in 2023.

All offices within our businesses have an appointed trained Mental Health First Aider (Mental Health Champion) and we operate an open door policy when it comes to talking about mental wellbeing.

We are committed to promoting a culture where wellbeing is embedded and embraced by the entire workforce.

Our mental wellbeing strategy is focused on five key areas: raising awareness, recognising symptoms, breaking the stigma, supporting our colleagues and providing professional help.

## OUR MENTAL HEALTH CHAMPIONS



JULIA LYTHABY  
 JULIA.LYTHABY@IGNE.COM  
 07741 841 650



CRAIG SCANDRETT  
 CRAIG.SCANDRETT@IGNE.COM  
 07710 854 199



SHARON HEMINGWAY  
 SHARON.HEMINGWAY@IGNE.COM  
 07885 818 255



PAUL BRESLIN  
 PAUL.BRESLIN@IGNE.COM  
 01698 711907



KERRY WADE  
 KERRY.WADE@IGNE.COM  
 01913 872 947



DAVID MCGIFF  
 DAVID.MCGIFF@IGNE.COM  
 07769 727685



DOUGIE MARTIN  
 DOUGIE.MARTIN@IGNE.COM  
 07833 222 905



GILL TYE  
 GILL.TYE@IGNE.COM  
 01913 872 955

SOCIAL

STAFF ABSENCE & TURNOVER RATES 2023

Number of employed staff	273	Average over 2023
Number of sickness days taken	1037	(Routine illness)
Sickness absence rate	1.5	Days per person
Staff turnover rate	15%	Number of leavers against average number of staff

## Staff Absence and Turnover

We are conscious that our employees’ wellbeing goes beyond the workplace and it is essential that we provide support for those who are absent through routine illness.

We have also increased awareness and worked to reduce stigma around our mental health through campaigns and training such as Igne’s mental health awareness programme: ‘Stop, Think, Understand. Support.’

We offer hybrid working to give those who need to deal with personal issues the flexibility to manage their personal lives.

Our measured sickness rate sits at 1.5 days per person. There is no comparable data due to Covid pandemic and remote working policy in 2022.

Staff turnover rate is 15%, however this can be attributed to the closure of our Birmingham Environmental Lab in November 2023. breaking the stigma, supporting our colleagues and providing professional help.

## Creating and Retaining a Diverse Workforce

As part of our commitment to making Igne a considerate employer, we put wellbeing and development at the heart of our people strategy, ensuring that our people work in an inclusive and supportive environment.

We aim to represent the diversity of the communities and customers we serve, from the operational workforce to the boardroom, we want to create a working environment that includes everyone.

A diverse team brings a range of experiences, perspectives and cultures to the workplace, leading to more creative and innovative solutions, a vibrant, inclusive culture and business growth

Our goal is to create a diverse, inclusive culture that respects the differences among our people, and values their identity – a culture where we can work flexibly to thrive both personally and professionally.



Pictured: Geo-environmental colleagues (L to R) Peter Ameh, Sam Woodcock, James Brown and James Stokes.



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**SOCIAL**

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## Real Living Wage

Following a comprehensive review of all staff contracts and salaries, Igne ensured every employee across the organisation was receiving The Real Living Wage which is the only UK wage rate based on the cost of living.

It is voluntarily paid by over 14,000 UK businesses. In 2023, Igne became one of them.

It demonstrates our commitment to fairly remunerating all employees.



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## Ambitions

The UK government's Disability Confident movement is one of change, encouraging employers to think differently about disability and take action to improve how we recruit, retain and develop disabled people.

There are three levels to the commitment:

- ❖ Disability Confident Committed,
- ❖ Disability Confident Employer and
- ❖ Disability Confident Leader

With a target of eventually becoming a Leader, we aim to become a Disability Confident Employer in 2024.



## Armed Forces Covenant

The Armed Forces Covenant is a promise that, together, we acknowledge and understand those who serve or have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy, and society they serve with their lives.

The support provided focuses on areas including healthcare, education, childcare, housing, employment & financial services. We recognise the value that serving personnel, reservists, veterans and military families bring to our business and to our country. Submitting our pledge to the Covenant felt like the most logical course of action, committing our business & employees to supporting veterans.

Igne UXO are specialised in explosive ordnance disposal (EOD) services and employ a significant number of veterans as EOD specialists for site-based operations but also employ many veterans in office-based & management positions.

To name a few, our Senior Operations Manager is a former Royal Engineer Search Team Commander, our Logistics Manager is a former Plant Staff Sergeant and our Technical Field Manager a former Quartermaster Sergeant Instructor.



There are many reasons why veterans make such good employees. We have gained team members with diverse past exposure, and, from experience, veterans are naturally motivated, powerful team-players, hard-working, committed and have a strong work ethic. Over 50% of our current workforce are ex Armed Forces and this is something we are really proud of. We have already been awarded a Bronze award by the Employer Recognition Scheme (ERS) as a recognition of our commitment & support. We hoping to achieve Silver status in the near future.

**Lucie Tiverrier**  
**Director of Igne UXO**







## 04 Governance

Pictured: Site investigation operatives Luke Evans and Sean Wakenshaw





# ESG Governance Structure

## Board of Directors

### PROVIDES OVERSIGHT

Oversees ESG strategy and objectives at executive level. ESG oversight responsibilities sit with the Executive Board.

## Chief Executive Officer

### EXECUTIVE LEADERSHIP

Overall responsibility for ESG Governance in Igne and is accountable for its overall effectiveness. The CEO defines the vision and strategic direction for the continued sustainability of the business.

## ESG and Regulatory Risk Director

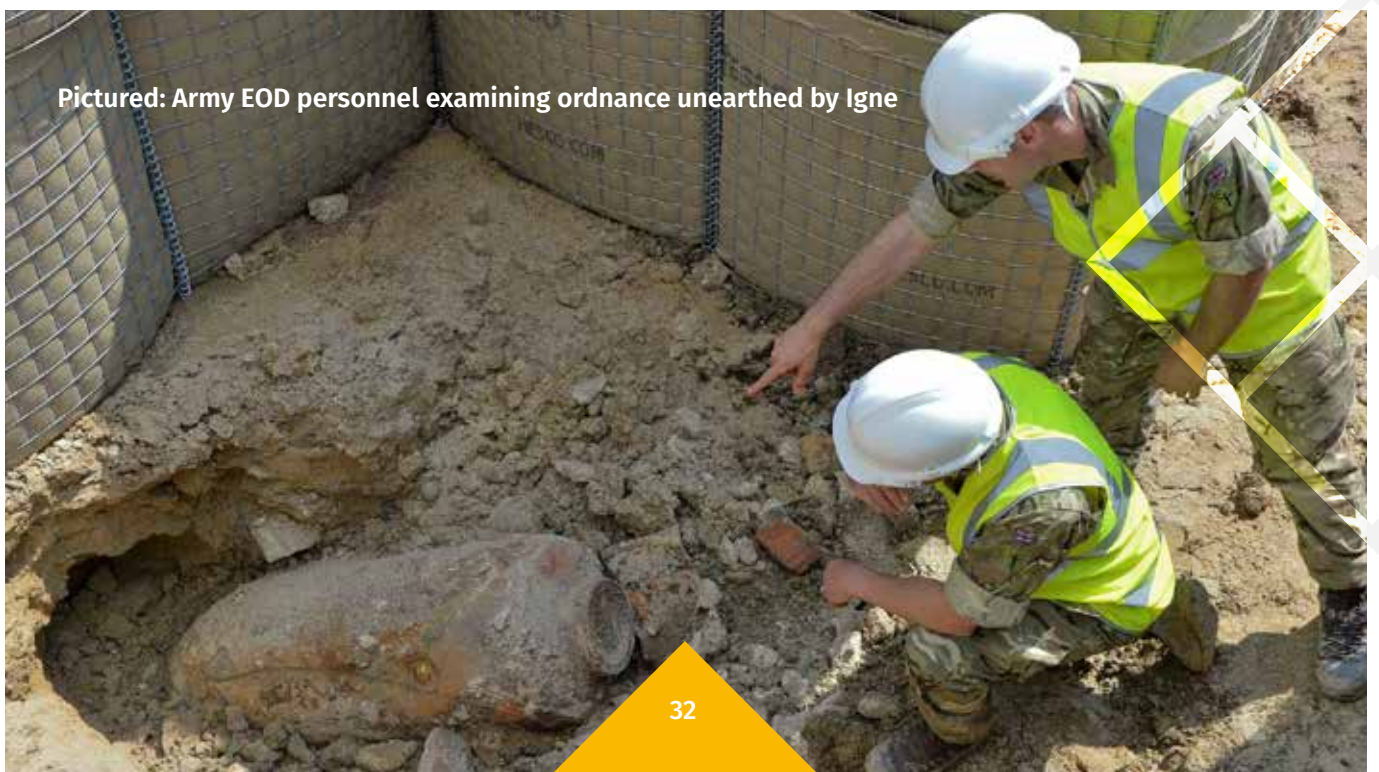
### BUSINESS ESG LEAD

Oversees ESG strategy, reports to the Chief Executive Officer, and collaborates with our ESG Team to establish and lead plan implementation. Monitors and advises on our ESG performance.

## ESG Ambassadors

### SUPPORT TEAM

Local Ambassadors reporting to ESG and Regulatory Risk Director. Responsible for data collection and communicating ESG initiatives at business unit level



GOVERNANCE

ESG GOVERNANCE STRUCTURE

Number of executive board members	8
Female board members	2
Percentage female board members	25%
Number of employed staff	273 (average 2023)
Number in management	51
Percentage of female managers	20%
Number of employees (non-management)	222
Percentage of females (non-management)	22%
Employees under 30 years old	63
Employees between 30 - 50 years old	124
Employees over 50 years old	86

## Gender Composition & Age Demographic

Diversity at Igne is of great importance and this extends to the opportunities for progression within the business.

Many of our workforce have been employed through local community engagement, contacts of existing employees and family connections, which brings a sense of community to Igne.

Our executive board currently has eight members with two female board members represented. Our measured sickness rate sits at 1.5 days per person. There is no comparable data due to Covid pandemic and remote working policy in 2022.

We support internal progression at Igne.

We currently hold a 20% representation of females at management level, which is higher than the construction industry average of 15%.

Age demographic is dominated by 30-50yr olds, which is the majority of the general workforce population.



GOVERNANCE

# IT and Cyber Security

Safeguarding data privacy isn't just a behaviour; it's our unwavering commitment. We protect the trust placed in us, ensuring every element of data remains shielded from harm's reach.

A secure data management system is critical to the work that Igne undertakes. By consistently maintaining a high level of information security and privacy throughout all of our functions, we are able to deliver high-quality services for our clients, employees, and other stakeholders.

We have created a group wide IT and Security Policy which underpins our approach to data security and protection.

Our IT support team ensure that all our IT systems remain robust and compliant.

As part of our strategy we ensure all our staff complete General Data Protection Regulation (GDPR) training at induction.

We regularly test our systems and record this as part of our business continuity planning and disaster recovery strategy.

Currently two of organisations have obtained Cyber Essential certification this year.

We aim to extend this group wide.



**GOVERNANCE**
**ESG RESULTS 2023**

## Environmental

Scope 1	1900.48 tCO <sub>2</sub> e
Scope 2	132.34 tCO <sub>2</sub> e
Total S1 and S2	2032.82 tCO <sub>2</sub> e
Out of scope	115.96 tCO <sub>2</sub> e

## Social

Fatalities	0
Reportable injuries (over 7 days)	2
Lost time injuries	4
Work days lost	124
Minor accidents	12
Near miss reports	11
Near miss frequency rate (NMFR)	17.7
Total hours worked	619920
Accident frequency rate	11.29
Number of employed staff	273
Number of sickness days taken	1037
Sickness absence rate	1.5
Staff turnover rate	15%

## Governance

Number of executive board members	8
Female board members	2
Percentage female board members	25%
Number in management	51
Percentage female managers	20%
Number of employees (non-management)	222
Percentage female (non-management)	22%
Employees under 30	63
Employees 30 - 50	124
Employees over 50	86

# ESG Strategy

Igne, as a company, is only just beginning but we have set off on our sustainability journey with a clear intent to provide a sustainable, high quality and professional service. We are committed to following our ESG strategy and making our contribution to Net Zero and bringing clear social value in our service delivery.



### Materiality assessment

Engage with Supply chain and Evaluate our impacts, risks and opportunities



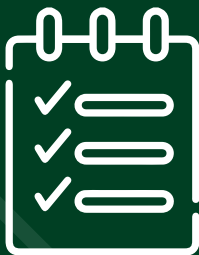
### Determine the baseline

Declare boundaries and measure baseline year



### Set ESG goals

Define our selected goals, ambitions and targets



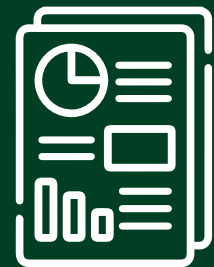
### ESG policy & planning

Set our intentions in a strategy paper



### Measure

Evaluate our ESG performance against our KPI metrics, take action and make changes where necessary



### Report

Disclose our results

IN CONCLUSION

LOOKING AHEAD TO 2024



Pictured: 'Connor's Rig' Igne's cone penetration and UXO survey rig

## Environmental

Reduce scope 1 emissions through modernisation and maintenance of our transport fleet and increasing our EV capability. Reduce scope 2 emissions by selection of green energy partners. Begin assessing our scope 3 emissions by evaluating our circular economy:

- ❖ Waste production
- ❖ Water usage
- ❖ Hotel usage
- ❖ Staff commuting
- ❖ Well to tank emissions

## Social

Improve our employees' health, safety and wellbeing. We will aim to decrease the amount of lost time through workplace injury and Increase our near miss reporting rate. This is a leading indicator and demonstrates a proactive approach to safety.

Improve our EDI performance by:

- ❖ Become a Disability Confident Employer
- ❖ Ensure all our staff undertake EDI training

## Governance

Set ambitions to increase our gender composition with Igne. This will assist in working towards UNSDG 5 & 10

Increase our Cyber Security performance by obtaining group wide accreditation.

## Conclusion

I want to thank everyone involved in developing and delivering our ESG strategy for their hard work.

Together, we are not just building a business; we are shaping a future that we can all be proud of — a sustainable future that is just and prosperous for all.

Thank you for taking this important journey with us.







Informed | In-depth | Integrated