

INSIGHT

Inspiring positive change

Our sustainability strategy



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A word from our Managing Director



“Sustainability isn’t just a word to us; it’s been part of our DNA since day one. As champions of renewables and pioneers of positive change we aim to deliver long-term success while leaving behind a better planet for future generations. As we formalise our approach to sustainability through this ESG strategy our message becomes even clearer; being sustainable isn’t something you do, it’s something you are.”

Rob Brown, Managing director



Who we are

For nearly 30 years, Natural Power has been at the forefront of renewable energy, not only as a pioneer in the industry but as champions of responsible and sustainable business practices.

Since our inception in 1995, our vision has been to pave the way for a world powered by renewable energy. Over the years, we have supported more than 7,000 renewable energy projects and witnessed the transformation of renewables from a fledgling sector to a globally significant industry fostering a better environment for future generations.

Beyond providing the cleanest form of energy generation, renewables now stand

as the most cost-effective option. What was once considered an ideological pursuit has evolved into a sustainable, self-supporting, and indispensable component of our modern energy mix.

From our roots as a small band of passionate enthusiasts, Natural Power has developed into a proud business of market-leading specialists, continuously inspiring those who work with us. Our teams are experiencing rapid growth, venturing into new markets and technologies, and sharing invaluable insights and experiences. We relentlessly seek innovative ways to enhance industry performance while nurturing our curiosity for knowledge.



“As we progress on our sustainability journey, our commitment goes beyond just compliance – it’s about achieving the gold standard in everything we do. By setting the bar high, we aim not only to meet but to exceed expectations. Our pursuit of excellence in ESG isn’t just a benchmark; it’s a testament to our dedication to sustainability, innovation, and creating meaningful impact. Through rigorous reporting and transformative initiatives, we strive to lead the way, setting a gold standard that confirms our unwavering commitment to sustainability and to being a responsible business.”

Frank Monaghan, HSEQ director



Our strategy at a glance

Natural Power recognises the threat the global climate crisis poses, not just to our business, but to society and the environment and we are unwavering in our commitment to address these challenges head-on. We understand the urgency of the times and the need for a strategic response that aligns with the principles of a just transition to net zero.

Further, we believe we have the potential to create a positive impact on society and the planet through our actions and our business activities. We have refined and consolidated our ESG approach. By formalising our commitments in a strategic framework, we aim not only to sustain our leadership as a responsible business but also to uphold our fundamental mission of contributing to a better tomorrow.

Our values

The values that underpin our strategy and everything we do are:



We care

For our planet and our people



We make a difference

By embedding ESG throughout our business operations and upholding responsible business practices



We inspire

Innovation and continuous improvements for positive change



Long-term sustainability success

At Natural Power, we recognise that being a sustainable and responsible business requires continuous improvement. The journey toward true sustainability is not a one-time endeavour but an ongoing process. We have adopted a long-term mindset, ensuring that our efforts to be sustainable persist.

Caring for people by creating a positive and inclusive culture, focusing on:

- Fair and equitable treatment for all employees.
- Well-being of our workforce. Prioritising physical, mental and emotional safety.
- Investing in continuous employee development.

Caring for our planet by minimising and managing impact on the environment by:

- Reducing greenhouse gas emissions in alignment with science-based targets and national goals.
- Working to understand, mitigate and adapt to the impacts of climate change.
- Protecting, restoring, and promoting biodiversity and ecosystems.
- Responsibly managing use of resources to minimise our environmental footprint.

Inspiring change that goes beyond our organization with a focus on:

- Fostering a culture of innovation and continuous improvement.
- Empowering people to embrace and drive positive change.

- Creating a supportive and collaborative environment where our people feel secure and valued.
- Embedding sustainable practices across all areas of our organisation.

Nurturing relationships that inspire with a focus on:

- Cultivating open and transparent communication with all stakeholders.
- Establishing strategic partnerships for mutual benefit.
- Collaborating closely with clients to understand and meet their needs.
- Actively participating in industry forums and initiatives to promote shared knowledge and growth.

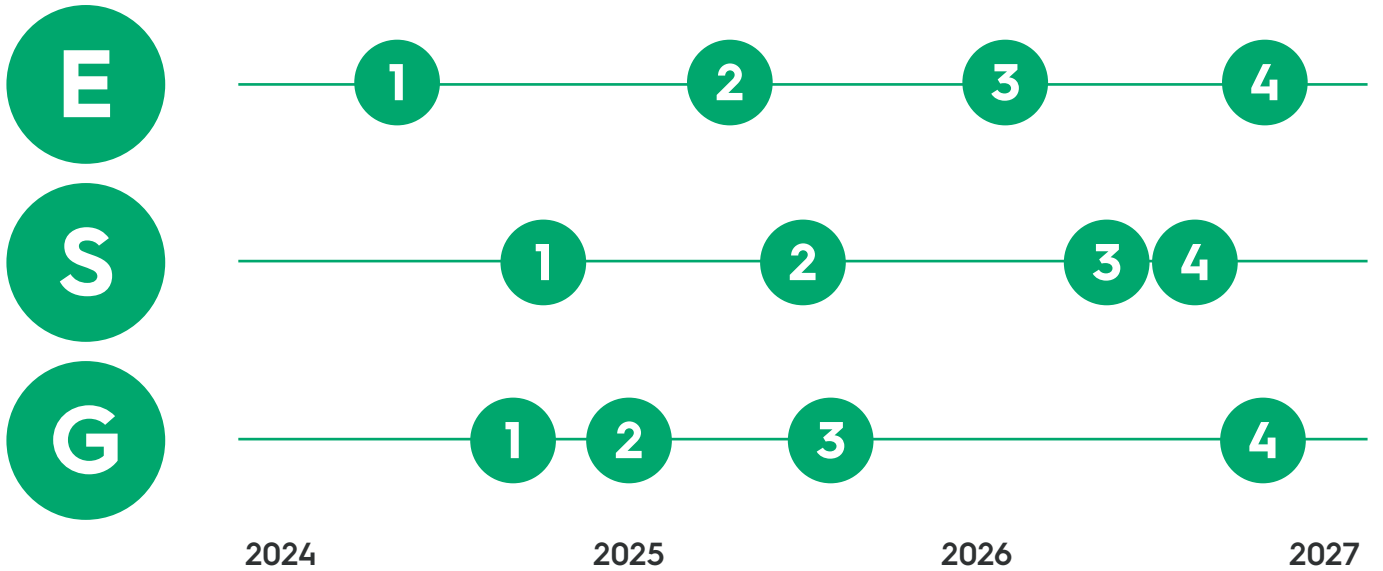
Championing governance that makes a difference with a focus on:

- Embedding a strategic ESG approach throughout our business operations.
- Upholding ethical and responsible business practices.
- Proactively addressing and resolving governance challenges for long-term sustainability.

Key events

To meet our long-term vision, we need to have clear markers that we intend to reach to ensure we are on-track.

We have marked out some of the key events and achievements we expect to accomplish during the first phase of our ESG strategy implementation.



Environment

1. Re-baseline our carbon footprint in line with science-based targets and net zero ambitions.
2. Submit our science-based targets to the SBTi for validation.
3. Undertake a climate risk and adaptation assessment.
4. Undertake a biodiversity impact assessment.

Social

1. Develop and implement a comprehensive employee wellbeing programme.
2. Develop and implement a sustainable procurement policy.
3. Undertake a social impact assessment.
4. Undertake a materiality assessment to identify material topics for our next strategy period.

Governance

1. Ensure ESG-related responsibilities are defined and understood across the organisation.
2. Ensure there is a process to monitor, track and record our ESG performance.
3. Publish our first annual sustainability report.
4. Ensure the principles of ESG are integrated into all aspects of the company including decision-making and planning.

UN sustainable development goals

The United Nations Sustainable Development Goals (SDGs), are a universal call to action to end poverty, protect the planet and ensure prosperity for all. At Natural Power, we wholeheartedly embrace the SDGs and have undertaken a comprehensive review of each goal.

Through this assessment, we have identified and prioritised specific goals that resonate most with our values and business practices. We believe in transparency and accountability, and as part of our commitment, we outline how we believe we are actively working to contribute to each identified goals below.





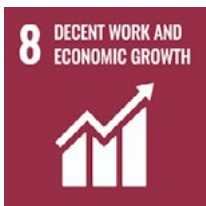
Why we believe it is important: Quality education is the cornerstone of personal and societal advancement. As a people-focused business, investing in the education and development of our employees is not only essential for their growth and job satisfaction but critical for to long-term success and for creating a happy, skilled and valued workforce.

How we believe we contribute: Recognising the importance of education, we actively work with learning partners and educational organisations to support access to training that strengthens the skills and knowledge base within the renewables sector. Additionally, as a people business, we prioritise employee development, providing continuous learning opportunities and creating a positive work environment.



Why we believe it is important: Access to affordable and clean energy is not only crucial for reducing environmental impact but also for fostering social and economic development. It empowers communities, mitigates climate change, and creates a foundation for sustainable growth.

How we believe we contribute: As renewable energy pioneers, we exclusively support renewable energy project investors, developers and operators. To date we have supported more than 2,350 clients in 68 countries, providing advice and services across the full life cycle of 7000+ projects. By doing so, we not only contribute to cleaner energy sources but also drive economic growth in the communities we serve.



Why we believe it is important: Decent work and economic growth are essential for building stable societies and ensuring prosperity for all. Working towards this goal can address poverty, reduce inequality and build resilient economies that contribute to the overall well-being of communities big and small.

How we believe we contribute: By providing our workforce with valuable skills, varied roles and a commitment to future-proof jobs, we contribute to the sustainable growth of both individuals and the economy. As an organisation, we understand that the work we employ people to do is highly skilled, varied, valuable, and future-proof, contributing not only to individual job satisfaction but also to broader economic stability.



Why we believe it is important: Inefficient production and overconsumption are recognised contributors to both climate change and global inequality. By pursuing more efficient resource use, minimising waste and encouraging responsible decision-making UN SDGs 12 works to reduce and mitigate these negative impacts.

How we believe we contribute: Committed to responsible consumption and production, we help our colleagues, clients and the wider industry innovate to use resources, equipment, and assets more efficiently. Our focus on sustainability not only benefits our clients by reducing costs but also contributes to a more responsible and efficient use of resources in our broader industry.



Why we believe it is important: Climate action is imperative for the well-being of our planet and future generations. The impact of climate change extends beyond environmental concerns, affecting economies, communities and global stability. Taking proactive measures to address climate change is essential for building a resilient and sustainable future.

How we believe we contribute: As champions of positive change, we adopt a holistic approach when addressing the impacts our business can have on the planet. We actively work to understand and minimise our impact across all areas of our business and value chain including on biodiversity, greenhouse gas emissions, resources, and communities. By integrating climate-conscious practices into our business model, we aim to inspire change within our industry and the wider community.



Our ambitions and commitments

On reflection of our ongoing efforts to act as a responsible and sustainable business, and after undertaking a comprehensive assessment to understand the most important topics to our key stakeholders. We have developed a set of ambitions and commitments that aim to guide us through this initial ESG strategy. These ambitions and commitments align with our dedication to making a positive impact on the world while exceeding the expectations of our stakeholders and fostering a sustainable future.



Caring for our people

Development and training	
Ambition	Commitments
Pursuing versatile training solutions that evolve with our needs as well as work to enhance the skills, careers and prospects of our employees.	<ul style="list-style-type: none"> • Expand professional development & training opportunities based on identified skill gaps. • Provide tailored/targeted development and training opportunities to our employees. • Establish mentorship programmes to support career development and progression.
Equality, diversity and inclusion (EDI)	
Ambition	Commitments
Fully embed EDI principles across the organisation, creating an inclusive and empowered workforce. Championing transformative action, transparently reporting progress, and aiming for industry leadership in diversity, equity, and inclusion.	<ul style="list-style-type: none"> • Implement a leadership programme focused on inclusive leadership skills to empower leaders at all levels. • Regularly report progress on EDI goals, holding leadership accountable and maintaining transparency on achievements and areas for improvement. • Review and update organisational policies and procedures to ensure they promote diversity, equity, and inclusion. • Implement ongoing training programs to educate employees at all levels on EDI principles and best practices. • Integrate EDI goals into performance metrics, ensuring that progress is a key factor in evaluating success and growth.

Health, safety and wellbeing

Ambition	Commitments
Recognition as an industry leader in health, safety and wellbeing Fostering a culture to which every employee actively contributes.	<ul style="list-style-type: none">• Implement advanced safety technologies and practices.• Encourage employees to participate in safety committees and decision-making processes.• Conduct safety awareness campaigns to reinforce the importance of individual contributions to a safer workplace.• Conduct regular audits to ensure compliance with the highest safety standards.• Collaborate with industry partners to share best practices and work collectively towards achieving industry leadership in health, safety and wellbeing.• Prioritise the holistic well-being of our people, encompassing their physical, mental, and emotional health.• Enhance existing wellness programmes based on employee feedback.

Caring for our planet

Biodiversity

Ambition	Commitments
Engage in biodiversity preservation efforts and raise awareness within our business.	<ul style="list-style-type: none">• Understand where our operations impact, both positively and negatively, on biodiversity.• Implement internal awareness-raising campaigns relating to biodiversity.• Support biodiversity conservation, restoration, and protection initiatives.

Climate change

Ambition	Commitments
Fully understand our organisation's impacts, vulnerabilities, and opportunities in the face of climate change.	<ul style="list-style-type: none">• Conduct a comprehensive climate risk assessment to identify the organisation's impacts, vulnerabilities, and opportunities related to climate change.• Develop a roadmap for integrating climate resilience into our business operations and a climate action plan that addresses our adaptation and mitigation efforts.

Greenhouse gas emissions

Ambition	Commitments
Achieve verified near-term emission reduction targets and set a trajectory for net-zero greenhouse gas emissions, demonstrating leadership in sustainable practices.	<ul style="list-style-type: none">• Calculate the scope 1, scope 2 and scope 3 emissions associated with our operations in the UK, Ireland, France, and the US.• Develop reduction targets for the above emissions in line with SBTi criteria.• Develop decarbonisation plans for reduction targets• Submit for near-term and net zero SBTi target validation.• Interrogate and revise the decarbonisation plans annually.

Energy, waste and water

Ambition	Commitments
Establish a robust monitoring system to track and assess energy, waste, and water consumption across all business activities.	<ul style="list-style-type: none">• Invest in energy, waste, and water monitoring equipment and systems where feasible.• Develop energy, waste and water management plans.• Implement internal awareness campaigns and resource efficiency training.

Inspiring change



Employment culture

Ambition	Commitments
Embrace progressive employment strategies and cultivate a supportive environment, where our people feel secure, valued, and inspired in their professional journey.	<ul style="list-style-type: none">• Periodically review our employment practices, identifying areas for improvement.• Enhance our career development programmes and communicate transparent career paths.• Ensure our flexible work policies cater to our employee needs.• Establish regular forums for open dialogue between management and employees on employment practices.

Innovation

Ambition	Commitments
Encourage innovation within the workplace by empowering employees to propose and implement innovative ideas.	<ul style="list-style-type: none">• Create a system to collect and assess employee generated innovations.• Foster a culture of innovation by encouraging employees to contribute ideas and participate in brainstorming sessions.• Collaborate with external partners and industry experts to stay at the forefront of emerging trends.

Sustainable value chain

Ambition	Commitments
Integrate sustainability considerations into our procurement decisions where feasible, and to collaborate with suppliers on sustainable practices.	<ul style="list-style-type: none">• Conduct a review of our supply/value chain to identify opportunities for sustainable improvement.• Develop a sustainable procurement policy, considering environmental and social factors.• Collaborate with key suppliers on sustainability and circularity practices.• Educate employees and stakeholders on the principles of the circular economy and the importance of sustainable consumption.

Relationships that inspire

Client collaboration and satisfaction	
<p>Ambition</p> <p>Enhance client collaboration and satisfaction through tailored solutions and continuous improvement to support the transition to a world powered by renewable energy.</p>	<p>Commitments</p> <ul style="list-style-type: none"> • Implement a client feedback system to continuously assess satisfaction and identify areas for improvement. • Enhance communication channels to foster open and transparent dialogue with clients. • Regularly conduct client satisfaction surveys and use the results to enhance products and services. • Develop tailored solutions for key clients, demonstrating a proactive approach to meeting their unique needs.
Community, charity and partnerships	
<p>Ambition</p> <p>Build strategic partnerships that aid us in developing our understanding of community needs and allow us to support impactful initiatives that are aligned with our values.</p>	<p>Commitments</p> <ul style="list-style-type: none"> • Undertake a social impact assessment to identify key areas where the organisation can make a meaningful difference. • Establish partnerships with local organisations or initiatives aligned with community development goals. • Develop community-focused initiatives aligned with organisational values. • Measure and communicate the impact of community, charity, and partnership efforts.

Governance that makes a difference



Corporate governance	
<p>Ambition</p> <p>Periodically review and update corporate governance policies, ensuring compliance with all regulatory requirements.</p>	<p>Commitments</p> <ul style="list-style-type: none"> • Establish transparent reporting mechanisms, providing clear insights into corporate governance and ESG practices. • Regularly review and update governance policies to align with best practices and changing regulatory requirements. • Engage with stakeholders through regular communication and feedback sessions to address governance concerns. • Engage in industry forums and initiatives to stay informed about emerging governance trends and benchmarks.

Data privacy and security

Ambition

Fortify data security measures, safeguarding sensitive information and ensuring compliance with data protection regulations to build trust among clients and stakeholders.

Commitments

- Conduct a comprehensive review of data security measures.
- Enhance employee training on data security and privacy.
- Engage with external cybersecurity experts to conduct testing and vulnerability assessments.
- Regularly update and communicate transparent data privacy policies to clients and stakeholders, demonstrating a commitment to data protection.

Ethics and compliance

Ambition

Continued honesty and transparency with all stakeholders and adherence to all relevant or emerging regulations and standards, aspiring to be a leader in business integrity.

Commitments

- Maintain a robust compliance system, ensuring we adhere to all relevant legislation, regulations, and standards.
- Empower employees with the knowledge and tools for ethical decision-making.
- Foster a culture of accountability and responsibility for compliance across all levels of the organisation.
- Ensure there are clear, open and secure channels for raising concerns and that these are dealt with ethically, fairly, and on time.
- Collaborate with relevant internal and external stakeholders, promoting open dialogue and strong relationships.





Measuring our performance

In the initial phases, we want to be honest about the level of reporting we can achieve. Our commitment to accuracy and transparency is firm, and we've identified a core set of metrics aligned with recognised ESG standards, which we aim to begin reporting on as soon as possible.

At the same time, we recognise the importance of looking to the future and have identified an additional set of aspirational metrics we hope to include within our

reporting by the end of this strategy period. This approach ensures that we set a foundation for consistent performance measurement with the core metrics while also aiming for broader reporting goals as part of our long-term strategy.

As our strategy and the reporting landscape evolve, we fully anticipate incorporating additional metrics to enhance the comprehensiveness of our reporting.

Core	Aspirational
Development and training	
<ul style="list-style-type: none"> • Average hours of training per year per employee • Percentage of employees receiving regular performance and career development reviews 	<ul style="list-style-type: none"> • Programmes for upgrading employee skills and transition assistance programmes.
Equality, diversity and inclusion	
<ul style="list-style-type: none"> • Gender pay ratio • Gender balance of the workforce • Diversity balance of the leadership team /board • Incidents of discrimination and corrective action taken 	<ul style="list-style-type: none"> • Number of EDI initiatives implemented • Participation in EDI training • Employee survey results
Health, safety and wellbeing	
<ul style="list-style-type: none"> • Safe days • Lost-time injury frequency rate • Total recordable injury rate • Occupational disease rate • Number of Fatal accidents • Number of wellbeing initiatives/programmes 	<ul style="list-style-type: none"> • Absenteeism rate / no. of lost days per employee due to sickness • Engagement with wellbeing/initiatives programme • Employee survey results
Biodiversity	
<ul style="list-style-type: none"> • Number of minor, serious and major incidents. • Number of environmental prosecutions and civil penalties. • Number of permit/licence breaches. 	<ul style="list-style-type: none"> • Number of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. • IUCN Red List species and national conservation list species within habitats in areas of operations. • Habitats protected or restored.
Climate change	
<ul style="list-style-type: none"> • Total tCO₂e emissions. • Total tCO₂e per scope 1, 2 and 3. 	<ul style="list-style-type: none"> • Number of climate-related risks and opportunities. • Number of adaptation and/or mitigation initiatives.

Greenhouse gas emissions	
<ul style="list-style-type: none"> • Total tCO2e emissions. • Total tCO2e per scope 1, 2 and 3. • Total tCO2e per FTE. • Total tCO2e per £m revenue. 	<ul style="list-style-type: none"> • CO2e emissions by business area. • Net zero progress.
Energy, waste and water	
<ul style="list-style-type: none"> • Total electricity consumption. • Total gas consumption. • Total fuel consumption, broken down as required e.g., diesel, petrol, kerosene, etc. 	<ul style="list-style-type: none"> • Percentage of renewable electricity v non-renewable consumption. • Total weight/volume of waste produced.. • Total water consumption.
Employment culture	
<ul style="list-style-type: none"> • Total headcount. • Employee retention/turnover rate. • Voluntary turnover rate. • Median length of service. 	<ul style="list-style-type: none"> • Employee survey participation. • Employee survey results (engagement index). • Fair and equitable remuneration and benefit practices.
Innovation	
<ul style="list-style-type: none"> • Spend on research and innovation. • Number of employees working in R&D roles. • Products/innovations/efficiencies brought to market. 	<ul style="list-style-type: none"> • Number of employee-generated ideas/suggestions. • Number of employee-generated ideas/suggestions acted on.
Sustainable value chain	
<ul style="list-style-type: none"> • Total procurement spend. • Average time taken to pay suppliers. 	<ul style="list-style-type: none"> • Proportion of spending on 'local' suppliers. • Supply chain risk assessment. • Number of suppliers with sustainable commitments/certification.
Client collaboration and satisfaction	
<ul style="list-style-type: none"> • Number of feedback forms sent/completed. • Number of complaints received. 	<ul style="list-style-type: none"> • Client retention/satisfaction rate. • Average complaint resolution time.
Community, charity and partnerships	
<ul style="list-style-type: none"> • Employee days donated to charity. • Value of monetary donations given to charity. • Number of initiatives supported. 	<ul style="list-style-type: none"> • Operations with local community engagement, impact assessments, and development programmes. • Number of partnerships formed.
Corporate governance	
<ul style="list-style-type: none"> • GLT / Board composition. • Stakeholder engagement approach. • Number of communications channels/initiatives with stakeholders. 	<ul style="list-style-type: none"> • Taxation figures. • Economic contribution. • Employee survey results.
Data privacy and security	
<ul style="list-style-type: none"> • Material or regulatory reportable incidents caused by cyber security breach of systems. • Employee training on data security. 	<ul style="list-style-type: none"> • Substantiated complaints concerning breaches of customer privacy and losses of customer data.
Ethics and compliance	
<ul style="list-style-type: none"> • Number of whistleblowing contacts made. • Number of formal grievances raised. • Number of formal disciplinary procedures undertaken. • External audit results. • Number of compliance violations. • % of employees completing mandatory training. 	

Looking ahead

This strategy marks our transition to a more structured approach to ESG and while this document provides a framework to work from, we recognise the importance of remaining agile and evolving our approach to meet future needs.

With this in mind, we have cast one eye to the horizon and considered how we can evolve our approach beyond this strategy's timeline. We envision three distinct phases emerging over the next decade, outlined below.

A phased approach

Phase one

2024 - 2026



Phase two

2027 - 2030



Phase three

2031 - 2035

Phase one is outlined in detail within the document. During this phase, our emphasis will be building upon our strong ESG foundations, incorporating frameworks, and establishing structures that pave the way for long-term success in sustainability.

During this phase, our primary objective will be to accelerate our ESG journey, aiming for a gold standard in everything we do. This entails a comprehensive approach that places even greater emphasis on accurate and transparent reporting aligned with global standards, as well as actively striving to surpass expectations. In doing so, we hope to position ourselves as not just compliant, but as leaders in sustainable practices.

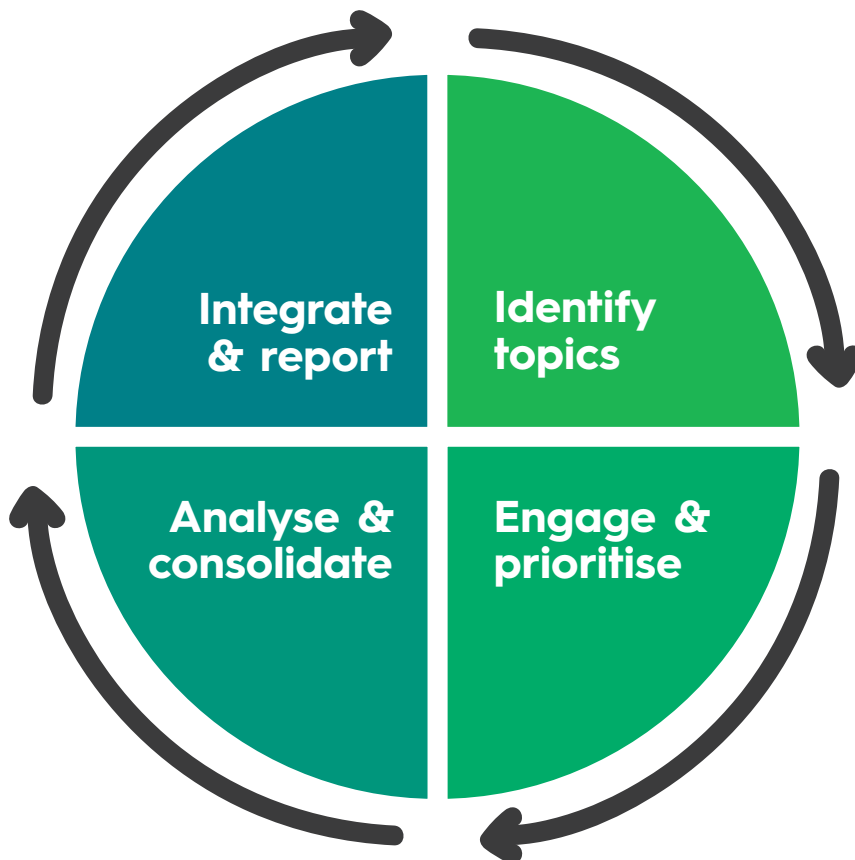
In this phase, we look beyond ESG, and aspire to become planet positive. This means creating a positive impact across the three core pillars of sustainability: environment, society, and the economy. Here we look beyond conventional boundaries, seeking to inspire positive change and leave a lasting, beneficial imprint on the world, promoting harmony between our business endeavours and the well-being of the planet.

The materiality process

After each strategy period, we will conduct a thorough reassessment of our position, celebrating achievements, reflecting on shortcomings, and undertake a fresh materiality assessment to ensure our next strategy phase reflects the needs of our key stakeholders and remains relevant to our business goals.

By fostering a culture of innovation, remaining agile in our approach, and staying attuned to evolving trends, we can position ourselves not just as reactive, but as proactive leaders in responsible business practices.

The materiality cycle



Inspiring positive change

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