

RES Group Sustainability Policy

Sustainability lies at the core of our business activity, reinforcing our vision of a future where everyone has access to affordable zero carbon energy. Built on the foundations of our values of passion, accountability, collaboration and excellence, our sustainability agenda is to power positive change by ensuring that our operations, products and services make a net positive contribution to society and the environment. Our commitments to Environmental, Social and Governance (ESG) disclosure require clarity on procedures and processes which are fundamental to implementing our ESG strategies and measuring performance.

Organisational commitment

To achieve our objective, RES is committed to embedding ESG across our business and delivering excellence in our sustainability objectives as we strive to be a ‘power for good’ for our environment and stakeholders.

Scope

This Policy:

- sets out the minimum expectations for sustainability that must be met in our business activity and ESG disclosure;
- applies to all business streams and technologies, including all elements of the supply chain;
- applies throughout the RES Group (worldwide).

Approach

Our sustainability agenda is underpinned by our three core principles:

- **Business:** Position the company for sustainable growth by combining long-term strategic thinking with focused short-term action, to create value for all our stakeholders.
- **Environment:** Manage our activities to maximise the environmental benefits of our projects and our business while operating in compliance or exceeding environmental regulations.
- **Social:** Provide a safe and healthy work environment, which is diverse and inclusive, encourages employee development and creates opportunities to positively contribute to our stakeholders and the wider community

We support all the UN’s Sustainable Development Goals and are specifically focusing our efforts on the goals which closely align with our strategic objectives where we can have the greatest impact.

We support the principles of setting Science Based Targets for emissions reduction and are working towards developing our targets.

RES evaluates procurement options for products and services across our value chain in our development, engineering, construction, operational and decommissioning activities to optimise value on a lifecycle basis and meet our vision within the context of our sustainable procurement principles and procedures. We take responsibility for products and services through improving waste and material management, repurposing, recyclability and promoting the use of sustainable materials where possible.

Our ESG activity must reflect wider requirements in relation to the Business Ethics policy such as modern slavery and the Health, Safety and Environment and Diversity and Inclusion policies.

RES' ESG Policy and Strategy is agreed at Group Executive level, and our teams integrate this strategy, measure performance, and communicate sustainability policies and activities to the wider group. We publish our ESG activity within our annual Power for Good report. We also recognise that sustainability is a constantly evolving area and we aim to continuously improve our effort and performance on our journey to achieving our vision and mission.

Assurance

The application of this policy will be subject to internal and external auditing.

*Our vision is to create a future where everyone has
access to affordable zero carbon energy*
