

Financial Year
2021

2022 Power for Good Report

Environment, Social and Governance



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Penare Solar Farm, UK

An introduction from our Chair

RES was established four decades ago when the renewable industry was in its infancy. We have come a long way and now, more than ever, the importance of our vision of a future where everyone has access to affordable zero carbon energy cannot be understated. Our organisation has demonstrated resilience through the pandemic, ensuring we keep the power on and continue to deploy critical, secure, renewable infrastructure. I am exceptionally proud of our employees, whether working from home or onsite, who have upheld our values and culture to deliver solutions that decarbonise our energy system and keep us on the pathway to net-zero.

In the last 40 years RES' achievements have multiplied and our global portfolio now stands at 22 gigawatts of renewable energy, and we currently support over 9 gigawatts of operational assets. We are immensely proud that this results in avoided emissions of more than 23 million tonnes of CO₂ annually.

At the end of financial year 2021 we completed the sale of our development and construction business in France while retaining our support service activity. This was a significant milestone for us, and the capital raised will support our strategy to accelerate growth globally.

It is an exciting time in the renewables market and for RES we see increasing opportunities across our business.

I am delighted to welcome our new Group CEO Eduardo Medina to RES, who brings a huge breadth of renewable industry experience, which will benefit RES as it continues to grow in its strong multi-national market positions. Thank you to Ivor Catto who, after five years as our group chief executive, has stepped away from executive roles. Ivor made a huge contribution at RES and to the renewables sector.

Our values of passion, accountability, collaboration and excellence are a guiding force in everything we do. On the foundations of these values, we continue to build an inclusive and diverse culture that allows our people to integrate sustainability into every part of our day-to-day operations and beyond.

I am pleased to share this report on our environmental, social and governance (ESG) activity, our sustainability strategy and a few highlights on the achievements of our company and people.



Gavin McAlpine, RES Chair

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

RES has been focused on clean energy for 40 years and sustainability lies at the core of our business activity. 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 2020/21 financial year sustainability report provides an overview of our environmental, social and governance strategy and activity, and highlights the achievements of our company and people.



22GW
RENEWABLE ENERGY
DEVELOPED AND/OR
CONSTRUCTED WORLDWIDE



£270k
DONATED TO OUR CHOSEN
CHARITIES & COMMUNITIES



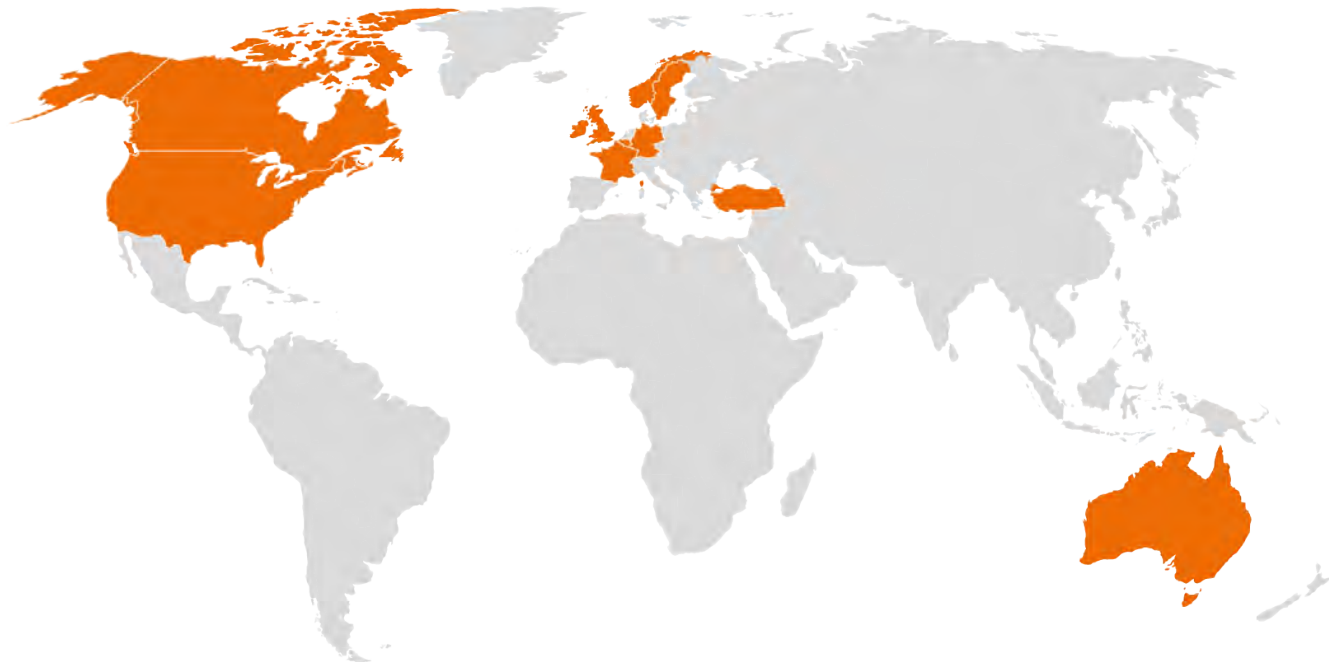
23Million
TONNES OF CO₂
AVOIDED ANNUALLY



RENEWABLE ASSETS MANAGED BY
RES PERFORM ABOVE INDUSTRY
STANDARD

RES overview

RES is the world’s largest independent renewable energy company active in wind, solar, energy storage, transmission and distribution and green hydrogen. We have developed and/or constructed over 22GW of renewable energy worldwide.




ACTIVITIES



DEVELOP



CONSTRUCT



SUPPORT SERVICES


TECHNOLOGIES


WIND


SOLAR


STORAGE


T&D


GREEN HYDROGEN

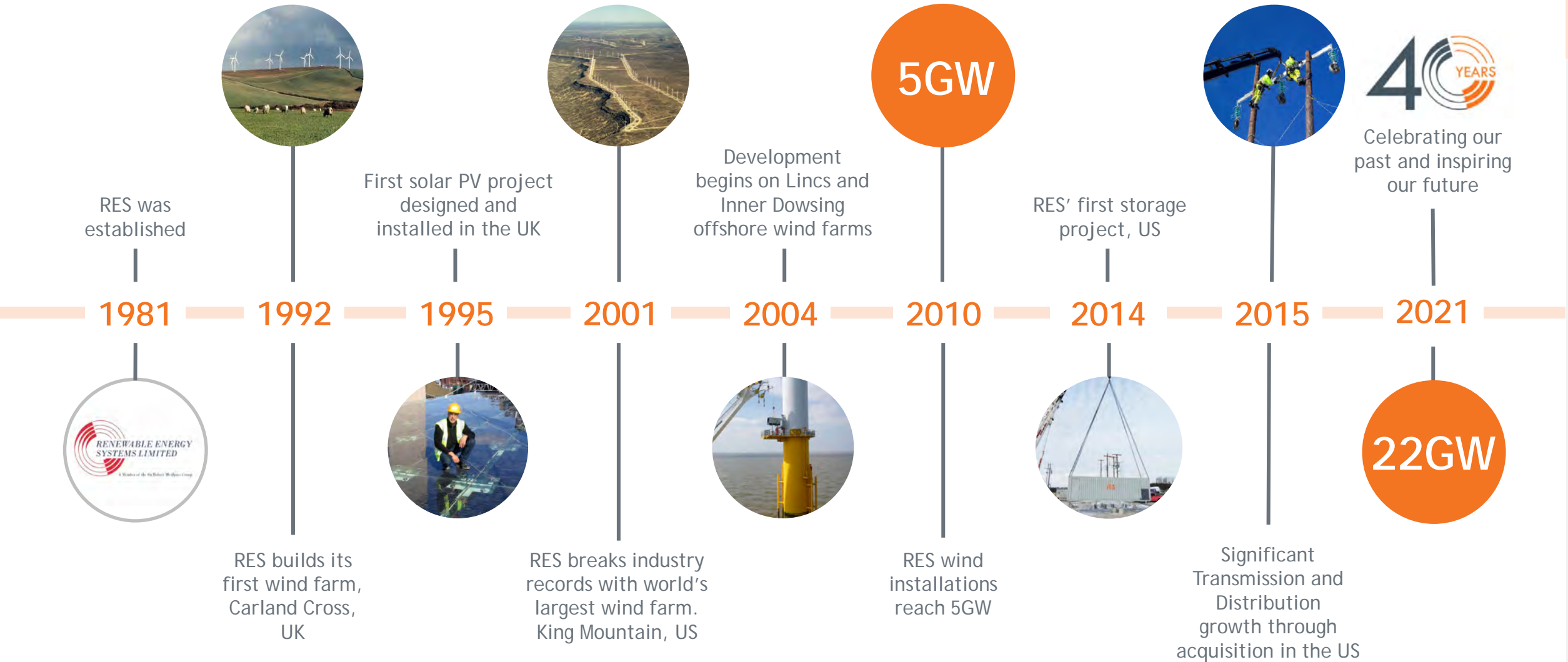
22GW
PROJECT
PORTFOLIO

40 YEARS
OF EXPERIENCE

9GW
OF OPERATIONAL
ASSETS SUPPORTED

2,500+
EMPLOYEES

Celebrating 40 years in renewables



Market entry



Our vision and values

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



Passion

We have a passion for what we do and creating a zero carbon future.



Accountability

Accountability means as individuals and as a company, we accept responsibility for our activities and for transparency in our disclosure and communications.



Collaboration

Collaboration happens when we work closely together and share knowledge and skills both internally and with our clients and suppliers. True collaboration unleashes new ideas and opportunities.



Excellence

We strive for excellence by pursuing the highest quality and delivering value for our clients.

We strive to be a Power for Good. Our values define our culture and enables our vision. They drive performance and create an environment which is motivating for all our people.



Southern Oak Solar Farm, US

Our sustainability 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 with, 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

Built on the foundations of our values, 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.



We are aligned to the UN's Sustainable Development Goals



We support all the UN's Sustainable Development Goals, focusing our efforts on sustainability goals which strongly overlap with our business activities and where we can make significant contributions. These goals, highlighted below, are aligned with our strategic priorities and our sustainability principles.

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

5

GENDER EQUALITY

7

AFFORDABLE AND CLEAN ENERGY

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

10

REDUCED INEQUALITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

17

PARTNERSHIPS FOR THE GOALS



Murra Warra Wind Farm, Australia



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

7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



17 PARTNERSHIPS
FOR THE GOALS



Our contribution in tackling climate change



OUR
22GW PROJECT PORTFOLIO
IS ENOUGH TO POWER
ALL EVs IN THE US AND EUROPE



AVOIDING
23m tonnes of CO₂
EQUIVALENT TO PLANTING
OVER 4.6M TREES



...WHICH WOULD COVER
THE AREA OF MANHATTAN
IN NEW YORK



Four Burrows, UK&I

COP26

The 26th UN Climate Change Conference (COP26) took place in Glasgow in 2021, to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change.

At COP26, we were represented by our CEO, Eduardo Medina, with the Global Wind Energy Coalition (GWEC), on discussions on the role wind will play in delivering net zero and its benefits to the global economy. We also participated in a number of other associated panels, events and activities across the two weeks of COP26. We played a central role in bringing together the UK's energy industry by hosting the "Energy Transition Hub" live from our office across the river from the main delegate zone.

We held discussions with energy companies, organisations and trade associations on how the renewable industry can support the transition to net zero.

COP26 stressed the urgency of action in reducing emissions to reach net zero by 2050. All the pathways to net zero require a significant increase in the deployment of renewable energy. This is a significant opportunity for the renewables sector to play an even greater role in delivering a more electrified, efficient, interconnected and clean energy system.

We are proud to be the leading independent renewable energy company providing the solutions needed to make this energy transition possible.



RACE TO ZERO



RES team at our Glasgow office opposite COP26



COP26 was a crucial moment for the world to set a credible course to achieve a net zero future and prevent the most catastrophic impacts of climate change. The renewables industry has proven its ability to ramp up production exponentially, create millions of skilled sustainable jobs and catalyse large-scale infrastructure renewal and investment. As an industry and at RES we are ready to help achieve the ambitious renewable targets needed.



Eduardo Medina, Group CEO

Our contribution in tackling climate change: Towards net-zero

Science-based targets are greenhouse gas emission reduction targets that are informed by independent climate science.

This initiative champions the adoption of 'science-based' greenhouse gas emission reduction targets in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement - to limit global warming to well-below 2°C above pre-industrial levels and pursue limiting warming to 1.5°C.

At the end of 2020 RES committed to the Science Based Targets initiative (SBTi). Working towards science-based targets in-line with 1.5°C will be critical to help protect against future business disruptions. By acting now to more than halve global emissions in the next decade and reach net-zero emissions by 2050, we will be better placed to manage risk and build resilience.

Our definition of net-zero is that our business activity will not cause or result in the net release of greenhouse gases into the atmosphere.

We already measure our emissions associated with our operational business. We are evolving our approach and processes to capture more emissions data in our upstream and downstream business activities.

In FY2022, we will measure our baseline for full scope emissions and we will begin the process of setting emissions reduction targets.



Our contribution in tackling climate change: Towards net-zero

In achieving net-zero, our objectives for 2021 focused on measuring and offsetting our operational greenhouse gas emissions.

We believe that offsetting direct emissions, indirect emissions associated with electricity, and employee business travel is a good option while we work towards decarbonisation. We selected accredited schemes to ensure that our voluntary offsets are verified cancellations of emissions.



We estimated that in the 2021 financial year our operational greenhouse gas emissions totalled over 4,000 tonnes of carbon dioxide equivalent (CO₂e) which we have offset via forestation and reducing emissions from deforestation and forest degradation (REDD+) projects.

Scope	2021 emissions ('000) tonnes CO ₂ e
1. Direct emissions	2.7
2. Purchased electricity*	0.3
3. Employee business travel	1.0

* Market based approach

Supporting forestation and tackling deforestation and forest degradation
We supported two certified projects to offset our emissions:

REDD+ in Keo Seima Wildlife Sanctuary in Cambodia with Carbon Footprint

Supports the protection of the forests which provides a habitat for 950+ wild species and 75 threatened species including rare Asian Elephants, Gibbons, and the Giant Ibis, and aims to conserve the culture and tradition of local communities.



Afforestation in Northumberland, UK with Reforestum

Aim to enhance the ecology and biodiversity of the area by planting native tree species including alder, birch, rowan and oak. Designed to improve the habitat of field birds, red squirrels and fish.



Keo Seima Wildlife Sanctuary (above)
Cragg Estate farm in Northumberland (left)

Climate-related opportunities and risks

We are deeply aware of the implications of climate change, from evolving policies to new low-carbon technologies and enhanced physical risks. Addressing climate-related opportunities and risks is integral to how we conduct our business and is embedded in our vision and company strategy.

Opportunities

As a pure-play renewable energy company, we are solely focused on the development, construction and operation of renewable assets and related infrastructure. As such, there are many opportunities presented by the energy transition to decarbonise our future.

Our support services business provides asset management and operation and maintenance services to maximise generation from operational assets, through optimising asset performance and reducing downtime. This contributes to even more renewable energy production for our clients.

A focus on sustainability across all our activities enables us to drive efficiency in our use of resources plus measure and reduce our own emissions in our journey towards net-zero.

Risk Mitigations

We have a number of measures in place to reduce both transitional and physical climate-related risks across our business:

- Dedicated Risk Management Committee and monthly risk reports reviewed by our Group Executive.
- Work towards increasing the competitiveness of renewable energy through innovating and reducing costs.
- Continuous improvement of our assessment of acute and chronic weather patterns to mitigate risks to future development and construction sites.
- Preparation of our project procurement strategy in the context of our three sustainability principles for products and services across our value chain.
- Build influence with governments, industry bodies and regulators to advise on and encourage ambitious decarbonisation targets, renewable energy targets and supporting regulatory frameworks.



Murra Warra Wind Farm, Australia

How we support our clients

We support over 9GW of operational assets and understand the importance of optimising renewable assets, maximising value and protecting revenue for asset owners. Our client focused approach maximises generation through optimising asset performance and reducing downtime. A study by DNV, demonstrated assets managed by RES perform 1% better than industry standard, contributing even more renewable energy production.

We can provide ESG reporting on assets across a variety of activities including energy use, emissions data, habitat management, biodiversity, homes equivalent powered, displaced carbon, Local Electricity Discount Scheme, and community outreach activities.

Our work with communities on behalf of our clients ensures the opportunities presented by community funds are maximised. We have always been committed to engaging and supporting our communities, and in these difficult and challenging times it is now more important than ever.

We work with our clients to help them demonstrate market leading environmental, social, and governance performance at a project and portfolio level. We have experience in supporting our clients across a range of ESG frameworks.

“

Collaboration with RES on potential ESG enhancements across our portfolio was invaluable. Targeted workshops enabled us to map benefits and prioritise effective sustainability practices, aligned to our core ESG goals.



Girthanaah Karunanithy,
Sustainability Lead TRIG Operations at RES



Supporting our communities

Many of the assets that we manage provide community benefit funds to the local communities. Our teams work with local groups and administrators to help manage these funds which usually support activities such as sports clubs, community groups, local events and other philanthropic causes. Working with local contractors is another way we support investment in our communities.

Dulacca Wind Farm in Australia will create a Community Fund of \$1.25 million (AUD) which will provide funding opportunities for local projects, educational and environmental initiatives, community groups and organisations. RES invested actively during the development phase of the project, including providing funding to local primary schools to support the purchase of teaching equipment to support the Science Technology Engineering and Maths (STEM) curriculum and sponsorship of local emergency service and community organisations.

Solwaybank Wind Farm in the UK invested £4.1 million into the local economy during construction and is now set to give more back to the community during its operation. This includes a Local Electricity Discount Scheme (LEDS) that will help lower energy bills in the area and a tailored Habitat Management Plan which aims to increase biodiversity around the wind farm. Community groups will benefit from around £60,000 per year to spend as they see fit. LEDS provides up to £90,000 per annum towards discounted energy bills for households, business buildings and community properties including schools, village halls and places of worship closest to the wind farm.

“

When building a new wind farm, it is important for us to share as much value from the project with the local community as we can. Local contractors have a depth of knowledge about the local area and resources that is often invaluable. These companies are core to the success of our construction projects.

Alan McMahon, Construction Director, UK



Solwaybank Wind Farm, UK

Governance and structure

We have in place various oversight and leadership committees and processes that cover all aspects of the business. Our Environmental, Social and Governance Policy and Strategy is agreed at our Group Executive level.

Oversight of our activities and execution ultimately resides with our Group CEO. Management and coordination of our strategy and its implementation is conducted by the Regional CEOs, Group HSQE Director, and our Group HR Director, who report directly to the Group CEO along with the Group Head of Sustainability. Their teams ensure ESG integration and implementation of our strategy, measure performance and communicate our policies and activities to the wider group.

Organisational ESG governance and structure



Business ethics and anti-corruption

A strong business ethics culture is fundamental to our business. This year we undertook an in-depth review of all our global policies to ensure they reflect our culture and expectations.

Business ethics

We have a longstanding commitment to maintaining and promoting the highest ethical conduct in our business. Our Business Ethics Policy provides guidance on distinguishing between legitimate and unacceptable forms of behaviour, and is supported by mandatory anti-bribery and corruption training.

Whistleblowing

Our global whistleblowing policy is intended to help keep people safe and prevent illegal or unethical behaviour through prompt reporting. It is an additional tool to support our people in deciding what action is appropriate should anyone encounter unsafe or illegal behaviour, policy violations or related issues.

Our reporting system enables people to anonymously report concerns, in order that appropriate action can be taken.

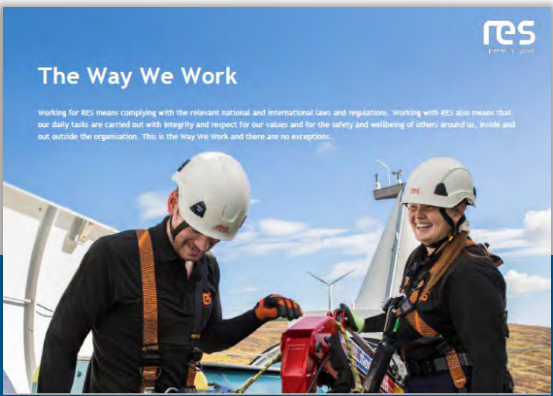
Safeguarding others, openness and vigilance are important aspects of collaboration and accountability, which is at the heart of what we do.

RES has a group-wide system that allows confidential reporting 24/7 via multiple channels. These include line managers, HR, and a whistleblowing telephone service.

“

The safety and wellbeing of our people, and our strong business ethics culture, are extremely important to RES. We would always encourage you to speak out if you see something that puts anyone at risk.

Dominic Hearth, Group General Counsel



Our code of conduct: The Way We Work

Sustainable procurement

Our Global Procurement Policy alongside individual project procurement strategies enhance our sustainability principles for products and services across our value chain in our development, engineering, construction, operational and decommissioning activities in order to optimise value on a lifecycle basis and help achieve our vision.

Our policies take account of the principles behind relevant global initiatives including the UN Global Compact and Ethical Trading Initiative Base Code.

Modern slavery and human trafficking statement

Modern slavery, which covers slavery, servitude, forced and compulsory labour and human trafficking, is a horrific crime which is often hidden. We follow the principles of addressing modern slavery and the Modern Slavery Act 2015 (MSA), in the UK, which aligns with our organisation's values. Our board of directors support the principles of the MSA within our business practices. Our [Slavery and Human Trafficking Statement](#) acts as the baseline of our commitment aiming to ensure that modern slavery does not exist in our supply chain.

We recognise there are many different aspects to strategies on tackling modern slavery from engaging with suppliers to training and raising awareness on construction sites. In 2022, we are offering training to help raise awareness, recognise signs and increase confidence in reporting modern slavery if any potential cases are encountered.

Solar Industry Forced Labor Prevention Pledge

We support industry bodies in their commitment to prevent modern slavery across the value chain. In 2021, we signed SEIA's (U.S. Solar Energy Industries Association) Solar Industry Forced Labor Prevention Pledge, an open letter signed by over 175 companies within the solar industry stating their commitment to help prevent these practices and ensure that the products we are using do not have links to forced labour. To assist in these efforts, we support the development of an industry-led solar supply chain traceability protocol as a tool for identifying the source of primary raw materials and inputs and tracking their incorporation into finished products, including solar modules.



Our sustainable procurement principles

Our sustainable procurement approach is outlined below in the context of our three sustainability principles.



Business

- Act in accordance with our Business Ethics, HSE, Quality & ESG Policies.
- Promote sustainability through our industrial engagements, partnerships with industry bodies and our supply chain with the aim of meeting our vision by:
 - reducing the cost of renewable energy;
 - encouraging careful design specifications and requirements.



Environment

- Engage with industry bodies and our supply chain to protect the environment and reduce potential negative environmental impacts of components and materials.
- Collaborate with our supply chain on products and services through improving waste and material management, repurposing, recyclability and promoting the use of sustainable materials where practical.



Social

- Take responsibility for the safety of ourselves and others to enable everybody to go home safe every day.
- Follow the principles of addressing modern slavery within our business practices and review risks in relation to modern slavery.
- Help to create a sustainable future and make positive impact on our communities and stakeholders.
- Support the development of a local supply chain where appropriate.



We actively engage with our key suppliers to promote our sustainability goals, understand their approaches, and the optimal ways of working together to deliver sustainability.



Roger Seshan, Procurement Director, Group



ENVIRONMENT

Manage our activities to maximise the environmental benefits of our projects and our business while operating in compliance with, or exceeding, environmental regulations

7 AFFORDABLE AND
CLEAN ENERGY



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



13 CLIMATE
ACTION



Protecting local environments

We are passionate about the environment and wildlife protection. Through our projects and on behalf of our clients, we promote biodiversity and protect and enhance habitats for a range of species. During development we undertake environmental impact assessments and create plans to minimise the impact of projects on the environment and communities throughout the project lifecycle. We are compliant with ISO 14001 for environmental management across parts of the organisation.

Protection of Harrier nests in Vienne, France

Harriers are protected birds of prey which nest on the ground and are therefore vulnerable to agricultural activities such as harvesting. To protect harrier nests near a wind farm in the Vienne region in France, we commissioned the League for the Protection of Birds of Vienne to use a drone to locate and then physically protect the nests before the harvest period, in collaboration with the farmers on the site. In 2021, 6 nests were protected, allowing 13 juvenile harriers to fledge thanks to this measure.



Photo credit: The League for the Protection of Birds (LPO)

Protecting cultural heritage & endangered species: Dulacca Wind Farm, Australia

Dulacca Wind Farm is a 180MW site that makes an active contribution towards the Queensland Government's target of 50% renewables by 2030 and is anticipated to generate enough electricity to power more than 124,000 homes in the Australian state.

Our development work required cultural sensitivity and included extensive engagement with the Barunggam People, the local Aboriginal group and Traditional Owners of the land upon which the Dulacca Wind Farm project is located. The final project design has been successful in avoiding more than 90% of mapped 'high-density' Aboriginal artefact scatters within the project footprint allowing these to remain in-situ and undisturbed. The final layout also avoided 100% of identified scar trees (used in the creation of bark canoes and shields), stone procurement areas, and grinding grooves for shaping and sharpening stone axe heads.

The site also contained known and potential habitat for the endangered Dulacca Woodland Snail. A key focus for RES was avoiding habitat areas to minimise our potential impact on this species. A collaborative effort between RES, the contractor, and specialist consultants supported a reduction in the proposed direct impact to snail habitat by more than 95%. While a small residual area of habitat was impacted, this impact will be fully offset through the creation of a dedicated three-hectare ecological offset area.



Photo credit: Robert Gardiner



RES' work on the Dulacca project has increased the scientific knowledge about this rare species and will help raise awareness to the species and its conservation.

Steph Froggatt, Sr Environmental Manager, Australia

Material management: responsible construction

We aim to collaborate with our supply chain to offer solutions which improve waste management and recyclability and promote the use of sustainable alternative materials where practical. We explore innovative construction processes to identify opportunities to reuse and reduce the consumption of material.

Onsite road material sourcing: Björnberget Wind Farm, Sweden

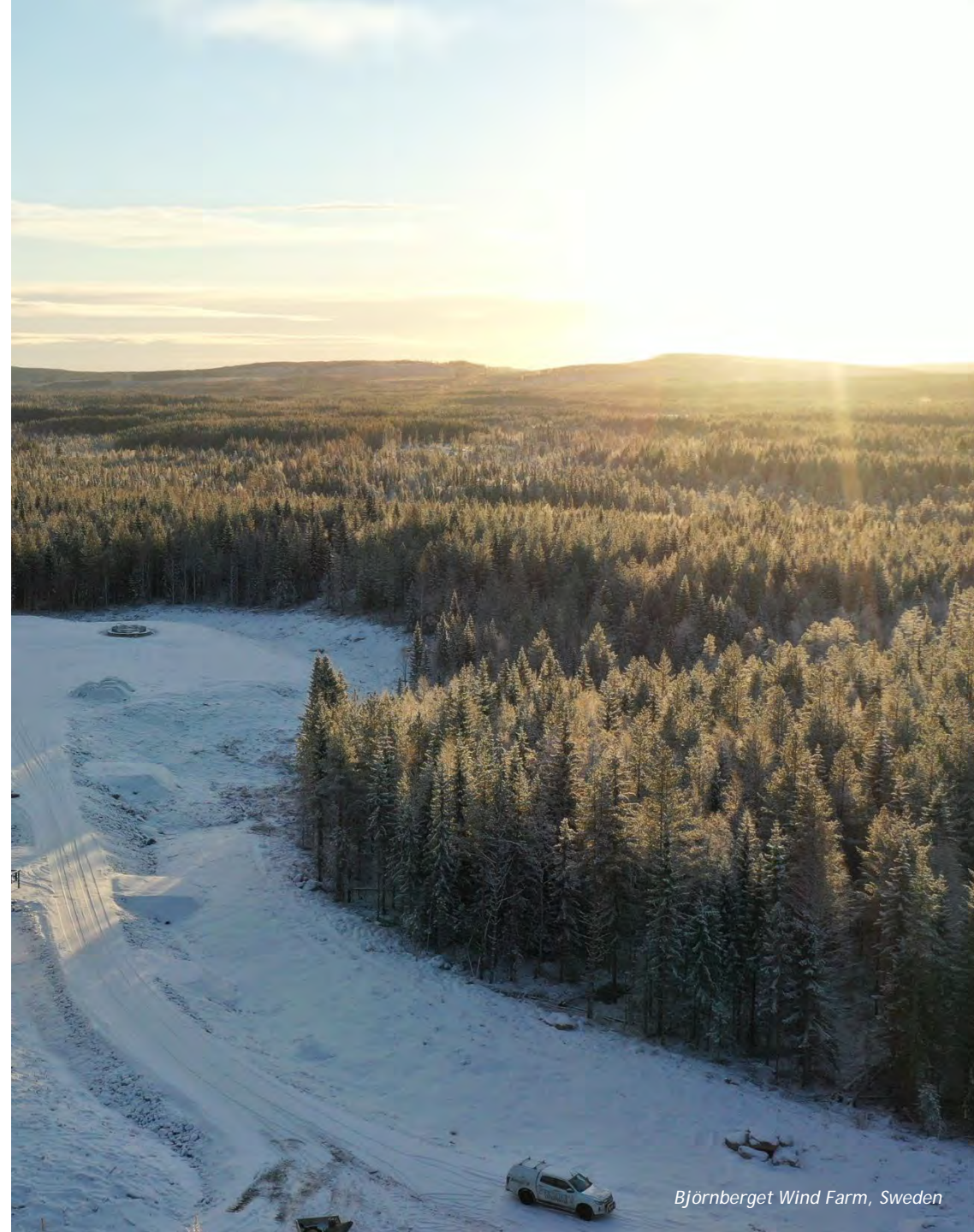
Björnberget Wind Farm was the largest onshore wind farm in Europe to start construction in 2021. The 372MW asset will generate approximately 1.1TWh annually, equivalent to powering 300,000 European homes. The site will have approximately 70km of roads for access to the turbines, 32km of these will be upgraded from existing routes to minimise the impact on the environment. Construction of the roads used material excavated on site to handle as little material as possible and we have saved over 50% in transport and associated emissions using this method compared with buying external materials.

Resource assessment: Corlacky Hill Wind Farm, Northern Ireland

The resource assessment at Corlacky was conducted entirely with an innovative remote sensing technology that uses lasers (LiDAR) rather than a fixed mast with anemometers or wind vanes. This method is safer, quicker and uses significantly fewer materials in its deployment.

Harvesting rainwater: Blary Hill Wind Farm, Scotland

Due to the remote location of this wind farm, investment in a mains water connection would not have been economically viable or environmentally sustainable. After an assessment of alternative options with low environmental impact, we sourced a provider to supply and fit a rainwater harvesting system to ensure potable water for staff welfare facilities.



Björnberget Wind Farm, Sweden

Material management: tackling waste in our supply chain and communities

Our Global Procurement team has already held discussions with suppliers on plans for emerging reusable packaging solutions and recyclable material. We understand waste management requires a collaborative approach across our value chain. We can also support our clients in reducing waste associated with renewable technology across project lifecycles.

Our waste management processes and procedures covering all activities relating to the production, storage, transportation and treatment of waste within company offices, construction sites, operations or any other company activity are undergoing a review process aligned to the waste hierarchy principles.

We are also a signatory of the New Plastics Economy Global Commitment, led by the Ellen MacArthur Foundation. The Global Commitment is a vision of a circular economy for plastic in which it never becomes waste. As a signatory, we will continue to support work to eliminate unnecessary plastic; innovate so plastic we do need is designed to be safely reused, recycled, or composted; and circulate everything we use to keep it in the economy and out of the environment.



Asset life extension and part refurbishment reflect the principles of a circular economy and can offer material upsides to portfolio value. We support many of our clients with end-of-life strategies for their renewable assets, both repowering and life extension, and have seen first-hand the numerous benefits of starting this process early.



Churchtown Solar Farm, UK

Environmental impact awareness: The Sustainability Challenge

In the Americas, our team hosted a sustainability challenge to help raise awareness about our impact on the planet and create some friendly office competition. For each week in September we raised awareness about sustainability issues such as using more sustainable materials, plastic recycling and how to reduce your carbon footprint. Individuals competed to earn points in sustainability challenges. Our winners were Anne-Marie Griger, Madison Stout and Evan Bernier.



- 1

Track your single-use trash usage for one week
- 2

Track your recycling usage for one week
- 3

Make a list of items you could reuse
- 4

Shop at a local Farmers Market
- 5

Bring your own grocery bag
- 6

Organize your fridge and pantry to waste less food
- 7

Donate clothes, sheets, and towels
- 8

Pick up litter when out and about
- 9

Join (or plan) an area clean-up

“

We created this challenge to raise awareness on how we reduce our environmental impact as individuals. It was interesting to research the fun sustainability facts we shared each week to help everyone on their journey towards a more sustainable future.



Claire Elkin, Sustainability Lead in the Americas and Operational Excellence Manager

Sustainable approach to our facilities

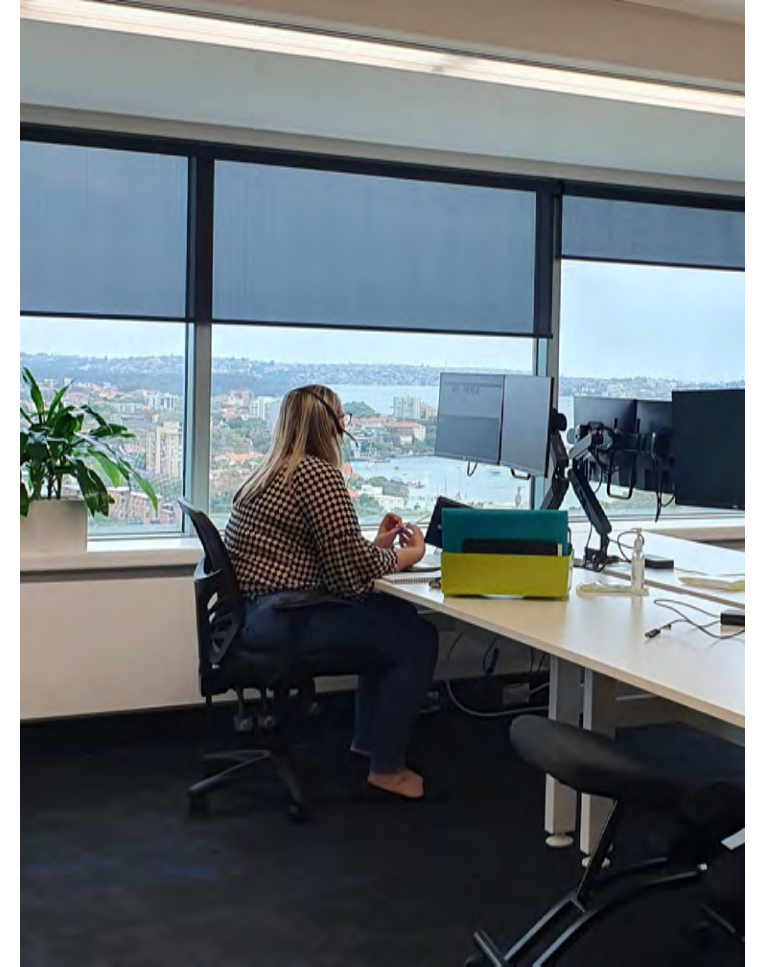
We have a sustainable approach to our office spaces and source renewable power, heating and cooling at our RES managed sites globally. Due to the impact of the pandemic, we have been following government guidelines and only coming into the office when it is safe and necessary to do so.



Kings Langley, UK



Broomfield, USA



Sydney, Australia

Sustainable travel

We are committed to providing low carbon transport options for our employees in their commuting and business travel. We provide electric car charging points, which run on 100% green electricity at our global headquarters and several other offices.

We offer a cycle to work scheme to support low carbon commuting for our people.

The requirement for virtual working during the pandemic has highlighted the viability of video conferencing and how reducing non-essential travel can successfully limit emissions associated with transportation.

Emissions associated with employee business travel pre-pandemic and for essential site working personnel were offset via reforestation and renewable energy projects.

European Eco-mobility Week

Despite the pandemic, the French team were able to organise a number of events to promote sustainable travel during European Eco-mobility Week as it was safe to do so following local government guidelines. The team organised a bike repair workshop, intra-country travel competition between offices and a collaborative workshop to raise awareness on carbon intensity in transportation - providing a better understanding of how to individually and collectively reduce our carbon footprint.



Eco-mobility week 2021

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I am very appreciative of the EV car leasing schemes and RES EV charging points at the Kings Langley office; these two benefits have made a huge difference in the ease of switching to electric.

Daniel Rose, Energy Storage Engineer, UK&I



New EV chargers installed at the Kings Langley office



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

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



10 REDUCED
INEQUALITIES



17 PARTNERSHIPS
FOR THE GOALS



Health and Safety

We are collectively and individually dedicated to ensuring everyone goes 'home safe every day' and are committed to achieving a world class level of safety performance compared to high performing organisations.

To help us deliver on this goal we use the principles of our 'Operational Excellence' our 'Safety Leap Forward' and 'Right First Time' programmes to focus on three core areas, namely:

- 1) reducing potential error and inherent risks across the operational portfolio;
- 2) shaping our culture and behaviours of our people; and
- 3) meeting the expectations of our customers.

Safety governance

Safety leadership and processes are overseen at the highest level by our Group Executive and are supported by the Global Safety Leadership Team (SLT) right through to project safety committees across the various regions. Making sure everyone goes home safe is always an agenda item and meetings are kicked off with a 'safety topic or safety moment' to promote the awareness and importance of safety across the business. Employees also have safety objectives embedded into their personal development and performance reviews. Safety communication centres on our "Don't Risk It" campaign and we offer awards for demonstrable excellence in Safety Leadership. We are involved with professional safety organisations such as 'SafetyOn' in the UK, where we participate in the Leadership Board and on the Technical Advisory Group.

The annual health and safety review is also a key element of our risk control system. It provides an opportunity for us all to challenge ourselves regarding the effectiveness of our systems. In parallel, we operate an assurance regime, which encompasses both internal and external audits/reviews so that we can be confident we are delivering both our statutory and moral responsibilities.

Operational Excellence is a key component of our strategic vision

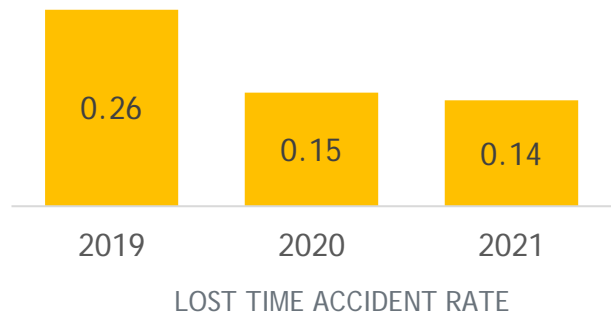


Safety performance in 2021

We continually measure our safety performance to assess how we are performing internally and externally. Our long-term strategic goal is zero injuries, and we are therefore working towards a reduction in the number and severity of incidents that occur.

Safety performance indicators

In 2021 our Lost Time Accident Frequency Rate (number of lost time accidents per 100,000 hours) was 0.14* and this has decreased year on year.

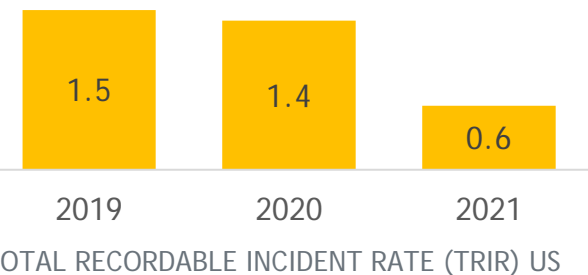


We have ongoing awareness campaigns on the Energy Wheel and Life-Savers models which focus on hazards that are relevant to us and the industry as a whole. We have ISO systems in place across parts of the organisation such as 9001 for quality, ISO 45001 for safety management, 55001 for asset management and 14001 for environmental management.



*This includes all accidents that have resulted in the injured person not being able to return to work for more than one day.
** As recorded in the Occupational Safety and Health Administration logs for work-related injuries and illnesses.

For our US division, Total Recordable Incident Rate (TRIR) is used as a benchmark. In 2021, the rate was 0.6** per 200,000 hours worked. This compares well with industry standards in the US.



The Energy Wheel model raises awareness of the hazards that surround our operations.



The Life-Savers model raises awareness of the controls associated with those incidents which have the highest potential to lead to a fatality across the industry.



Safety in action

Saving Lives: Why Training Matters

We have over 25 dedicated safety personnel and five safety trainers in the Americas. We provide frequent training sessions to ensure those safe work methods are developed and applied to all the work we do. Last year, one of our Foremen, John Cantu, utilised his CPR training provided by RES to administer CPR to another employee while off-site, saving their life until paramedics could resuscitate the individual at the hospital.

Safe driving in winter conditions

UK&I O&M employees were sent a "Winter Care Package" to keep operational teams safe during periods of more adverse weather. We also shared useful tips and expert advice on how to be prepared for driving winter conditions across all our geographies.

“

RES does a great job keeping up with training that needs to be renewed and giving all its employees the opportunity to receive additional skill sets. We pride ourselves on being our keepers out here, and making the right choices when it comes to safety. We are a family and do everything we can to go home safe every day!

John Cantu, Foreman at Oktaha Substation, Americas

Improving our emergency response and preparedness plans

It is essential that we have plans in place to respond effectively to health and safety incidents and emergencies. We have Emergency Response Plans (ERPs) on all sites. To ensure the effectiveness of our plans and continually improve, they need to be tested, evaluated and lessons learned which is why we sometimes undertake emergency response exercises across our sites. We successfully carried out an unannounced emergency exercise on a solar farm in England in collaboration with St John Ambulance. Our operations & maintenance and asset management teams were tested with a simulation, putting our Control Centre Emergency Response Management Procedure into practice.



Excellence in Safety Leadership Awardees



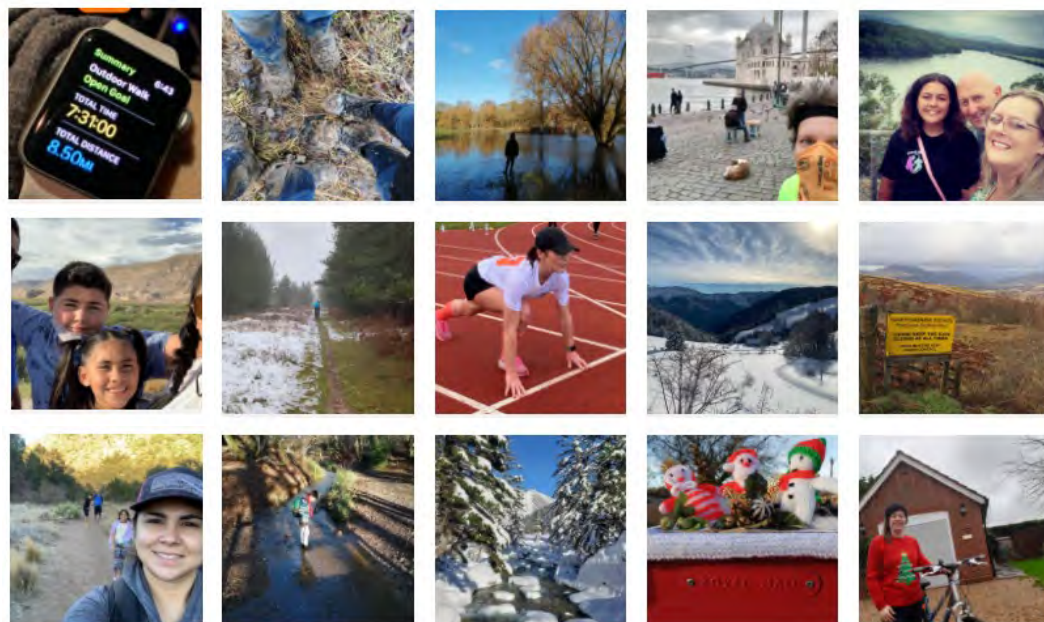
Winter Care Package

Heath & Wellbeing

Heath & wellbeing challenge: Reach the Moon

In 2021, we started a RES global health & wellbeing challenge - Reach the Moon. The Moon is an average of 238,855 miles (384,400 km) away from Earth and our mission is to collectively cover that distance using our own power. The challenge is open to everyone at RES, and we've seen people walk, run, cycle, swim, kayak, ski, stroll, roller skate, use a treadmill and exercise bike.

Across all our regions we have been getting active and the distance tracker is fast approaching our target. Thank you to all who have been involved. Individual and country leader boards are being monitored closely and we look forward to announcing completion in 2022!



Wellbeing programme in UK & Ireland

The UK&I team organised a variety of activities and webinars focused around the four pillars of wellbeing: social, physical, mental and financial.

- Weekly virtual fitness classes
- Opportunities to sign up to financial coaching
- Coffee Roulette - connect with a colleague online
- Guidance on how to use our wellbeing programmes and benefits such as healthcare schemes or the Employee Assistance Programme (EAP)

Project sites in the Americas receive fruit boxes to support wellness

Farm-fresh fruit boxes, provided by The FruitGuys, were delivered to several projects in August. All boxes were regionally sourced, ensuring the freshest produce possible. FruitGuys family-owned and operated company is committed to fighting hunger in local communities, supporting small farms and agricultural sustainability. These boxes are just one initiative in a larger plan to support the health and wellness of our site-based employees.



Charity and volunteering

Charity policy

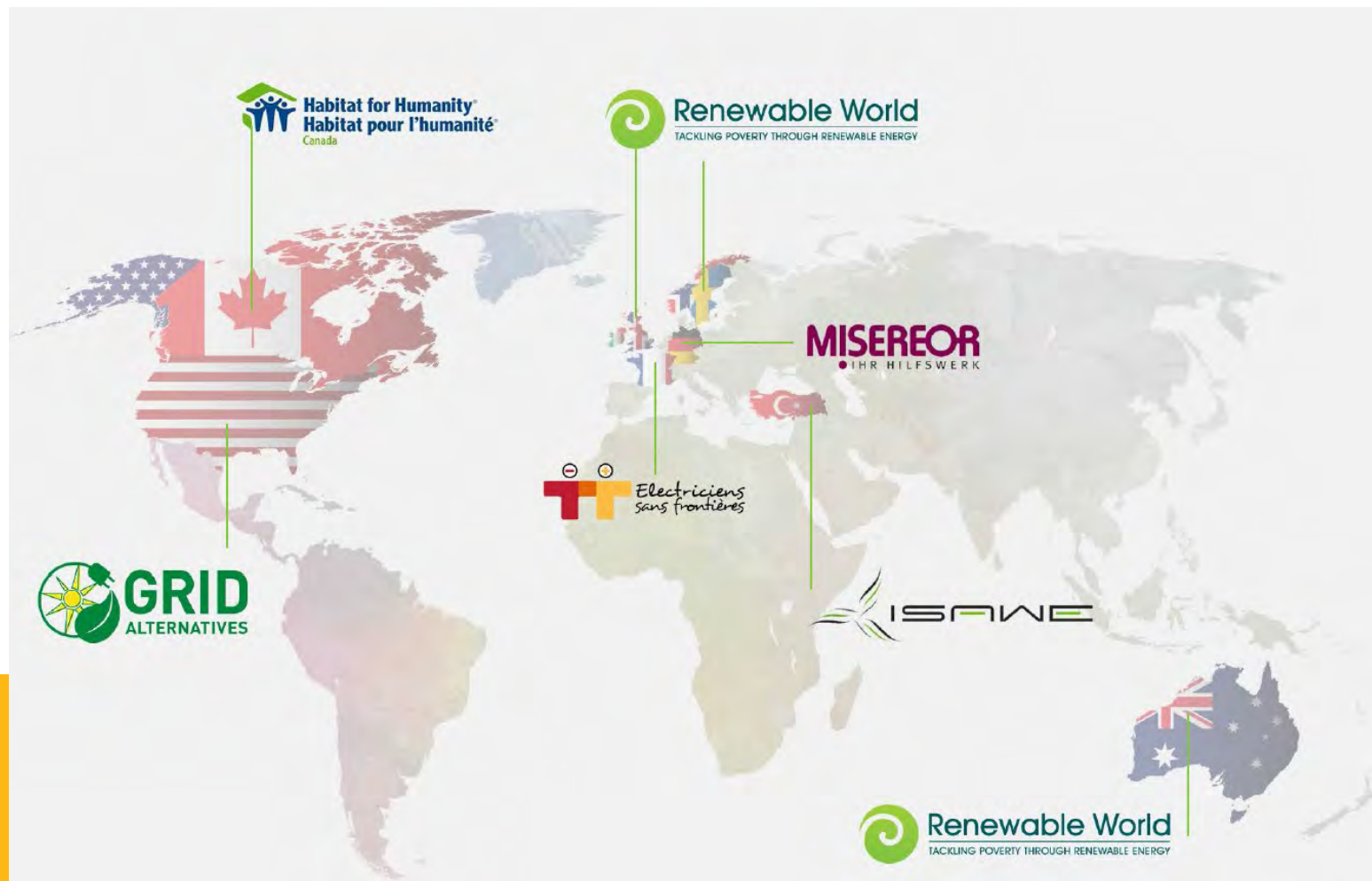
Our vision, of a future where everyone has access to affordable zero carbon energy, is the foundation for our corporate charity policy. We aim to ensure that our business has the broadest positive influence possible, helping to create a sustainable future and make a positive impact on our communities and stakeholders.

Volunteering and matching policy

We offer all staff four days paid leave a year to participate in charity and non-profit initiatives, either with their RES national charity or any other charity they wish to support. We also match up to £500 a year per person for staff fundraising activities and personal donations too.

Over £270k

Raised for our charities and communities



Our national charities

Charity & volunteering in action

Update from the Green Tower at Bardia National Park, Nepal

In 2019, we partnered with GRID Alternatives to organise a volunteering trip to [Bardia National Park](#) in Nepal to install an off-grid PV installation on a wildlife observation tower.

The system continues to provide power for lighting and small appliances in addition to phone charging for the forest rangers and visitors to the tower, which helps ensure there is a way to communicate while in the park.

We are planning to return to Nepal in 2022, in partnership with GRID Alternatives, to support another solar installation.

“

I am so excited to be a part of this incredible volunteering opportunity in Nepal for 2022. I'm sure we will do a great job for the community!

Bola Sangosanya, Senior Energy Storage Engineer, UK&I



Solar installation in Nepal, 2019



Supporting communities affected by fires in Turkey

Southern Turkey struggled with wildfires in 2021 with a much larger area of forest affected (over 170k hectares) in this year compared with previous years.

Our team in Turkey have donated 1,000 saplings to OGEM-Vakfı (Foundation for Supporting Forestry Development and Combating Forests Services) to help support forestry in the regions.

Local people working with agriculture, livestock and beekeepers have suffered from irrecoverable damage. Beekeepers in the region lost thousands of hives as well as surrounding ecosystems. We supported locals by purchasing 150kgs of honey from ÇARIK (Association for the Environment and the Bee Conservation) and shared the honey with our clients, consultants, and many energy market players in Turkey.

Additionally, the team donated to AHBAP - an association which supported families affected by the fires.



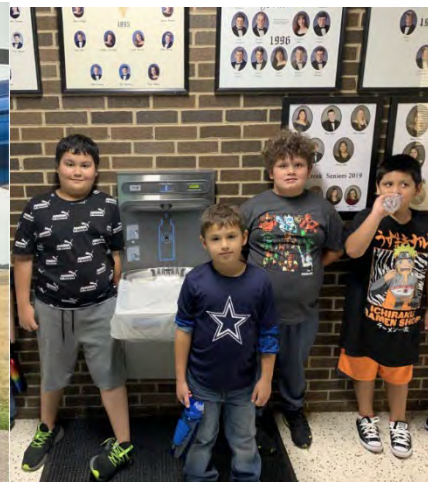
Before & after - some of the regions affected by wildfires in Turkey

Charity & volunteering in action

Our people are passionate about supporting their communities, fundraising and donating to good causes. In the Americas, we launched a charity committee to further support volunteering and donation efforts across our sites, to assist project teams wanting to get involved with communities where their projects are located.

Our Fleet & Equipment department in the Americas volunteered at a local food bank

The Community Care Center, in Azle, Texas, is a food bank that seeks to reduce hunger and create a strong inclusive community by providing food, clothing and household goods. Our volunteers bagged food items for families requesting food from the food bank and assisted in loading items into vehicles. Other volunteers worked in the Donation Center organizing donated clothing and household items.



Our T&D team teamed up to purchase new water fountains

The T&D team and PV contractor at Azure Sky teamed up to purchase new water fountains for Paint Creek, an independent school district in Haskell County, Texas. Due to Covid restrictions, the old water fountains were unusable. After three days over 225 bottles were refilled from the new water fountains - preventing almost nine and a half cases of plastic water bottles that would have otherwise gone to the landfill.

Our team refresh local park in Texas

The Maverick Creek Wind Farm team supported the improvement of a local park, the Garden of Eden in Texas. The park is now more child friendly with accessible tables, along with a swing and benches and new entrance signage.

Rattlesnake Team raise donations

The team supported the Medicine Hat Santa Claus Fund a fantastic non-profit organization focusing on providing less fortunate children and their families with a full Christmas dinner and presents for children.

The Rattlesnake team also ran a comprehensive emergency training exercise involving HALO Air Ambulance and Bow Island Fire Department. This simulated exercise involved an onsite emergency that activated a multi-agency response. HALO is the only life-saving helicopter medevac service which has provided dedicated and faithful service to Southern Alberta, since 2007. HALO covers areas that other air ambulance providers are not able to cover, providing rapid response to areas that normally wouldn't be reached within a reasonable timeframe. Following the exercise, RES made a \$10,000 donation to the HALO Program.

Charity & volunteering in action: empowering our people to give back

We offer all staff four days paid leave a year to encourage and support our people who undertake fundraising activities, make charitable donations and volunteer their time to associations, both professionally and personally. We caught up with some of our volunteers on their experiences:



“

I would like to thank RES for supporting me and my son (15) for allowing me to use volunteering leave. My son lives with autism and is an incredibly talented compound archer who was selected to represent Team GB at the European Youth Cup in Bucharest, Romania in 2021. Due to his additional needs Team GB requested I attend the event in a chaperone role to all the GB athletes and provide my son the necessary support required. Through RES' support his dream of representing his country is now a reality - thank you!

Ian Clark, Asset Manager, UK&I

“

Maddison Domanko and I took advantage of this awesome benefit and as we are both proud members of the LGBTQ+ Affinity Network Group, we decided to volunteer at the LGBTQ+ Inclusion Awards held in Sydney. This event recognises the hard work and progress that organisations have achieved in making a significant and positive impact on LGBTQ+ inclusion. Although Pride Month has now come to an end, this is just the start of an exciting journey ahead for our LGBTQ+ Affinity Network.

Amanda White, HR Manager, Australia

“

When I learned about RES' volunteering policy I decided to take my first day working with Volunteers for Outdoor Colorado. Alex Bruce tagged along as we went to perform trail construction at the Mt. Evans Outdoor Lab. The Mt. Evans Outdoor Lab is 1 of 2 Lab Schools that have been enriching the lives of 6th grade and high school students in Jefferson County for more than 60 years. With more than 6,000 students served each year and well over 350,000 alumni, Outdoor Lab is the longest continually running outdoor education program in the western United States.

Kyle Love, Application Analyst II and Salesforce Specialist, Americas

Inclusion & Diversity

An inclusive and diverse culture has significant positive benefits for RES, our people and society. We continue to strive to create a workplace where all our people feel respected and listened to, and where every individual can reach their full potential. Our strategy for inclusion and diversity is centred around RESpect - our long-term commitment to embrace diversity and create a tolerant and inclusive culture that is fair to all. As part of our RESpect strategy, we launched five global Affinity Networks which are open for all to join. An Affinity Network is an employee-led group of people from across RES, united in their passion for making our workplace more inclusive.



Our Affinity Networks have a steering group, and an Executive sponsor to ensure teams receive the support required in their aim to build a common understanding of different challenges and barriers that under-represented groups may experience, and work to address these issues to improve inclusivity.

There are currently five, very active Affinity Networks which focus on:

Disability	Promote equity and fairness around disability to create a working environment free from all forms of discrimination and bias
Race	Raise awareness and focus on careers & development to foster a workplace where everyone feels heard and respected and to extend our culture of care
Gender	Four key focus areas: Career Progression, Flexible Working, Unconscious Bias & Mental Health
RISE-LGBTQ+	Raise awareness about the LGBTQ+ community including challenges that they face, and to promote an inclusive culture
Age	Encourage a culture where age is immaterial to the contribution our people can make; by challenging age-related barriers and misconceptions and fostering understanding between generations.

“

Our Affinity Networks are the catalyst for change, with sustainment and ownership coming from our leadership. I am proud to work for a company taking this journey to become more inclusive and diverse. Engagement with the Affinity Networks has been high and next year we take another significant step with the creation of a new role at RES to take our I&D strategy up to the next level.



Sanjay Patel, CIO , Group

Inclusion & Diversity: Affinity Networks in action

Our Affinity Networks have made a positive impact towards achieving our RESpect Strategy. Here are just a few achievements from a busy first year.

The **Age** Network shared information, resources and support to help create a better understanding of menopause. Whether it's our people facing this change or our managers looking to support team members, starting by gaining a better understanding is the right approach.

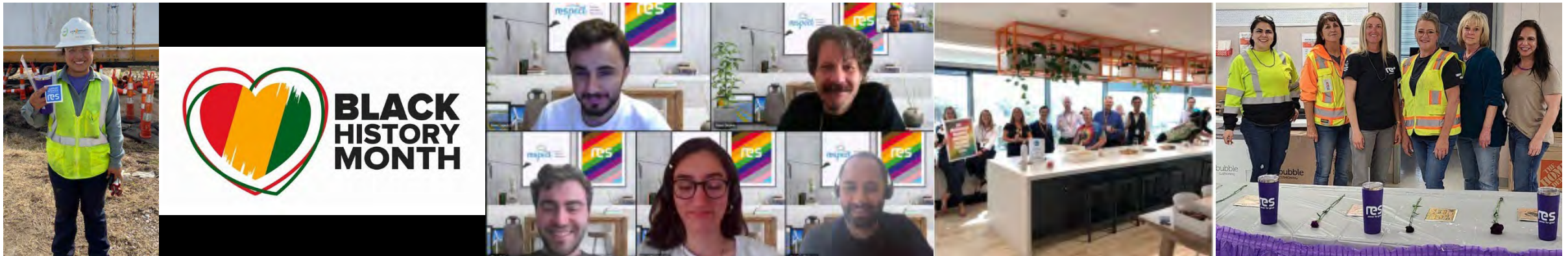
The **RISE - LGBTQ+** network has been educating and raising awareness within RES about the LGBTQ+ community. The network has also raised awareness of Pronouns, Pride Month, IDAHOBIT Day (International Day Against Homophobia, Biphobia and Transphobia), and Bisexuality Day, and joined a business coalition to support the US Equality Act. When RISE first formed in January 2021, members requested their names remained anonymous. Recently, as testament to their growing confidence, membership is no longer private

The **Disability** network raised awareness and encouraged open discussions about mental health, scheduling a number of activities for World Mental Health Day. Highlights included promoting exercise to improve mental health, hosting a global Change the Conversation event and sharing weekly mental health tips. The network has progressed work to improve accessibility (physical and technological) for all RES employees by implementing an accessibility tool that will be used to check the accessibility of our corporate and project websites as well as ensuring accessibility at all our RES office locations.

The **Race** Network created "Fearless exchange", a platform to encourage network members to share their stories and experiences freely and start discussions with others. The network has raised awareness by promoting Ramadan and Holi festival and awareness around Black History month.

The **Gender** network members shared why they choose to challenge, calling out gender bias and inequality to create a positive change. In March, we joined the world in celebrating International Women's Day and Women in Construction Week, recognising the achievements and accomplishments of women across the world every day. To celebrate Women in Construction week, the Gender Affinity Network gifted every woman in the Americas a purple branded water bottle to recognise their hard work.

In November, for International Men's Day, the Gender network organised a number of activities to encourage conversations around mental health and removing the stigma, this included a virtual forum with a guest speaker and RES colleagues sharing their personal experiences with mental health. The network has also fed into the recruitment charter and are supporting with reviews of the family and travel policies.



Inclusion & Diversity in action

To achieve our goal of an inclusive and diverse culture that will enable us to thrive as a business and as individuals we need:

- cultural change to address bias, intentional or otherwise; and
- to promote inclusion and fairness as core values.

Our inclusion and diversity policy makes our intentions clear and supports people in asking for change.

In addition to the affinity networks, we are improving our processes to promote I&D such as improving our metrics on recruitment, internal succession and promotion and pay gaps. We also aim to use language bias software on external communications such as recruitment and establish anti-discrimination training for all staff.

“
The commitment to diversity and inclusion I have seen within RES has far exceeded any former expectations I had, I feel an integral member of a large company which shares similar values.

Garry Hamilton, Development Project Manager, Australia

At RES we value a diverse workforce where everyone is rewarded fairly for what they do and the contribution they make to deliver our vision. We examine all our regions and the associated gender pay. This equality measure that shows the difference in average earnings between women and men across all job roles, expressed as a percentage of men’s earnings. For staff in comparable roles with similar experience we already ensure equal pay.

We recognise that it is important to place the gender pay gap metric in context and that there are many nuances which affect the statistic such as team size, structure and value stream focus. Each region faces different challenges, and we are looking at targeted ways to help our regions improve gender pay equality. We are striving to close the gender pay gap for average earnings within RES.

Country	Pay gap*
UK&I	22%
US & Canada	21%
France	8%
Australia	16%
Germany	12.9%
Nordics	8%
Turkey	28%

“
We passionately believe we will be a better business with better representation of all diversity groups at all levels of the company



Rachel Ruffle, CEO EMEA

*Average gender pay gap shows the mean earnings difference between men and women across all roles in the region

Learning and development

It is a priority for us to develop the capabilities of our people in areas which will grow our business and their careers with RES. To ensure our employees have the right skills, knowledge and abilities we offer support to employees through professional accreditation and sponsor apprenticeship programmes and further education.

The RES mentoring programme

Our global mentoring programme is open to all employees and supports the sharing of knowledge across the organisation to enable development at all levels.

There is a wealth of expertise and experience within RES, developed over 40 years of innovation in the renewable energy sector. This knowledge is invaluable in enabling future success. Mentoring facilitates access to this knowledge and accelerates learning and development, as well as enabling relationships to be built across disciplines and enhancing collaboration.



Solar Construction Intern Scholarship Awards

We believe in education, training, professional development and supporting the next generation in the renewable industry. As a thank you to our hardworking Construction interns in the Americas for their invaluable contributions over the summer, we provided a contribution of \$1,500 each towards their upcoming school year.

“

We really benefit from the construction internship programme. Great interns have the ability to transition from being trained to effectively managing the module scanning operation by the end of summer, significantly benefiting the team.

Tim Jordan, Solar Construction Senior Vice President, Americas



The HUB

Our online platform called the HUB is our one stop shop for all aspects of recruitment, onboarding, learning, career development and performance management. Access to this virtual learning centre has also been essential to continue learning and development programmes during various lockdowns.






The image is a collage of four distinct scenes related to renewable energy. On the left, two white wind turbines are visible against a blue sky with scattered clouds. In the center-left, an offshore wind turbine stands in the water, its reflection visible below. To the right of the offshore turbine, a large array of dark blue solar panels is shown, tilted at an angle. On the far right, a row of grey power transformers sits on a gravel bed, with high-voltage power lines stretching into the distance under a cloudy sky.

OUR VISION

A future where everyone has access
to affordable zero carbon energy

Our 2022 sustainability objectives

In 2022, we will continue to develop our sustainability approach in-line with our principles to power positive change by ensuring that our operations, products and services make a net positive contribution to society and the environment.

Principles	Our 2022 sustainability objectives
Business 	<ul style="list-style-type: none"> ➤ Demonstrate responsible procurement and develop sustainability with our key global suppliers and sub-supply chain ➤ Evolve the company strategy, market positioning and approach to achieve continued sustainable growth ➤ Continue the use of relevant key performance indicators (KPIs) to drive operational performance improvement ➤ Invest in the expansion and the ability of our employees and leadership ➤ Collaborate with other leading businesses and organisations to progress our net zero journeys
Environment 	<ul style="list-style-type: none"> ➤ Complete displaced carbon assessment across our developed and constructed wind and solar projects ➤ Measure our Scope 1,2 & 3 emissions to set FY2022 as our baseline year for SBTi targets ➤ Offset our direct and indirect (purchased electricity and employee business travel) emissions and support emissions removal in our value chain ➤ Align Environmental Management Systems ➤ Identify significant waste streams within the scope of our activities where we have significant operational control ➤ Work alongside OEMs and industry bodies to maximise recycling and refurbishment in our technologies
Social 	<ul style="list-style-type: none"> ➤ Achieve a market leading safety record ➤ Contribute to our communities and stakeholders through measuring community engagement, fundraising for charity and dedicated volunteering ➤ Enhance delivery of our I&D strategy ➤ Promote the professional and personal development of employees

2021 performance summary

Highlighted 2021 sustainability objectives	2021 Key figures and performance summary
Business	
➤ Demonstrate responsible procurement and develop sustainability within our supply chain	Signed the Solar Industry Forced Labour Prevention Pledge, strategic discussions with our supply chain to promote sustainable procurement e.g. corporate social responsibility criteria
➤ Evolve the company strategy, market positioning and approach to achieve continued sustainable growth	Objective achieved
➤ Continue the use of relevant key performance indicators (KPIs) to drive operational performance improvement	Objective achieved
➤ Invest in the expansion and the ability of leadership and management cadre	Objective achieved e.g. Tailored Global Mentoring Programme
➤ Collaborate with other leading businesses and organisations to progress our net-zero journeys	Discussions with associations and companies in adjacent sectors on progressing SBTi journey
Environment	
➤ Assess the amount of displaced carbon from our developed and constructed wind and solar projects	~23 million tonnes CO ₂ displaced annually
➤ Measure our direct and indirect (purchased electricity and employee business travel) emissions and continuously implement emissions reduction measures. Evolve our Scope 3 emissions analysis in preparation for SBTi target validation	4,000 tonnes CO ₂ e Working with consultants to set emission reduction science-based targets with a FY2022 baseline
➤ Offset our direct and indirect (purchased electricity and employee business travel) emissions and/or alternatively support emissions removal in our value chain	Objective achieved
➤ Examine our waste streams within solar PV technology to identify opportunities to reduce waste in our activities	Initiated investigation on solar value chain and alternative solutions e.g. recyclable PV pallet suppliers. Reviewed objective to re-scope as waste streams across all technologies
➤ Work alongside OEMs and industry bodies to maximise recycling in our technologies e.g. turbine blades, batteries and PV modules	Active in industry body focus groups
Social	
➤ Achieve a market leading safety record (Lost Time Accidents per 100,000 hours worked)	Lost Time Accident Frequency Rate (number of lost time accidents per 100,000 hours worked) of 0.14
➤ Contribute to our communities and stakeholders. Measure the number of hours given to our communities, charities and volunteering	544 hours within office hours of volunteering recorded
➤ Promote diversity and inclusion across the group. Further develop Affinity Networks	Established five Affinity Networks (race, LGBTQ+, gender, age, disability) and identified key themes to address - actions highlighted in D&I update
➤ Promote the professional and personal development of employees. Measure the average number of internal training hours per employee	Average of 13 hours internal training per employee (excluding safety standdown training days)

Do you have any questions?

Contact us at sustainability@res-group.com | www.res-group.com



Melissa Charlton
Head of Strategy and Sustainability

