

UN Global Compact

IGas Energy plc - Communication on Progress

August 2022

Global Compact Principles	Action	Measurement
Human Rights	<p>We are committed to ensuring that we are not complicit in any human rights abuses.</p> <p>We ensure that our employees are provided safe and appropriate work facilities.</p> <p>We respect the rights of our workforce and people living in communities where we operate, who are potentially affected by our activities.</p> <p>Employees are protected from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.</p> <p>All employees undertake regular training on:</p> <ul style="list-style-type: none">• Bullying and harassment• Unconscious Bias• Anti-bribery and corruption• Modern Slavery <p>We have the following policies / procedures in place:</p> <ul style="list-style-type: none">• code of conduct which forms part of our staff handbook;• anti-bribery and corruption policy.	<p>Over the past 12 months, no human rights issues have been reported by employees or other stakeholders.</p>

	<p>our policy for the prevention of bribery, corruption & anti-facilitation of tax evasion and corporate management systems provide a commitment to employ effective safe systems of work. Our procurement procedures incorporate these requirements to ensure that health, safety, welfare, environmental, quality and security issues are considered when purchasing goods, materials, or services. However, we intend to introduce a separate policy for the supply chain in the next 6 months which establishes the expectations of standards, behaviour and conduct of suppliers we work with.</p>	
<p>Labour</p>	<p>People are at the heart of our business. We are committed to attracting and retaining talented, diverse people who share our values and take care to look after their physical and mental health. The talent, skills and values of the people that work for IGas enable us to fulfil our purpose, achieve strategic goals and manage principal risks. This is why Decent Work and Economic Growth is one of the UN SDG's adopted by the Group.</p> <p>We have put in place the following:</p> <ul style="list-style-type: none"> • comprehensive health and safety policies; • private health insurance for employees; • income protection and illness insurance for employees; • sickness, maternity and adoption policies which provide benefits above statutory minimum • Internal and external training for employees; • An award winning Share Investment Plan; <p>We recognise the importance of cognitive and emotional wellbeing in our workforce and the last two years during the COVID-19 pandemic have presented challenges across the teams. Where possible we have supported flexible working patterns and</p>	<p>During the last 12 months there have been no formal grievances or complaints received from employees across the Company.</p> <p>We have a set of corporate KPIs which include measuring the performance of Health and Safety to provide the highest level of protection to all our stakeholders. In the period we tracked 11 lagging indicators and these are reported to the Board on a monthly basis. We aim to have zero Lost Time Injuries (LTI) but when we do have an LTI this is fully investigated with clear remedial action as required and communication of learnings to the organisation. In the period we had 2 LTIs and an in-depth</p>

	<p>promoted online social interaction. We also plan to review our mental health and resilience offerings as well as introducing training for mental health first aiders within the business.</p> <p>Our aim is for greater diversity, equity & inclusion for our workforce.</p> <p>The Group's Modern Slavery Statement can be accessed here: http://igasplc.com/media/40884/modern-slavery-statement.pdf.</p>	<p>review of existing procedures was undertaken and subsequent implementation of a number of improvements.</p> <p>The workforce was 16% female/84% male across the Group, with 33% female/77% male at senior management level. At a board level the split is 25% female and 75% male (achieved in early 2022).</p>
<p>Environment</p>	<p>We operate in a highly regulated environment and there are strict rules in place to help us monitor and minimise our impact.</p> <p>IGas operates an ISO14001 certified Environmental Management System and by doing so demonstrates, via external assurance, that the systems and processes which we apply to our business in the management and determination of environmental risk are robust.</p> <p>We are growing our low carbon and renewables businesses, investing in low carbon activities such as or acquisition of a geothermal business (GT Energy) and working with others such as CeraPhi, Cornish Lithium and Bayotech in the areas of closed-loop geothermal, solar and hydrogen.</p> <p>As a company listed on the Alternative Investment Market of the London Stock Exchange we report the Group's GHG emissions under the Streamlined energy and Carbon Reporting (SECR) Disclosure. This requires disclosure of the environmental performance of the Group's assets through calculating the</p>	<p>During 2021, our certification for both ISO9001 and 14001 were successfully renewed.</p> <p>During 2021, the HSEQ team further developed our GHG Scope 1 and 2 reporting capability so that we now report both monthly and by site. New projects may include an evaluation of their Scope 1 & 2 emissions and the result is a significant factor in determining a project's likelihood of being</p>

	<p>Group's GHG emissions. Our disclosure presents our carbon footprint across Scope 1 and 2 together with an appropriate intensity metric and total energy use. For more information regarding the methodology see page 23 of our 2021 Annual Report and Accounts https://www.igasplc.com/media/48708/igas-annual-report-and-accounts-2021.pdf</p> <p>The Company has made efforts to improve its operational energy efficiency and we are committed to identifying, monitoring and mitigating any negative impact we may have on our surrounding environment.</p> <p>During 2020-21 we completed our assessment of gas emissions at each of our sites and in so doing have identified opportunities to further lower our GHG emissions in the future.</p>	<p>'greenlit' for approval and subsequent execution.</p> <p>Measurement of our carbon footprint across Scope 1 and 2 together with an appropriate intensity metric and total energy use can be found on page 23 of our 2021 Annual Report and Accounts</p>
<p>Anti-Corruption</p>	<p>The Directors take the issue of bribery and corruption seriously. The Directors acknowledge the importance of ensuring that the Company, its employees and those third parties with which the business engages are operating within the requirements of the Bribery Act.</p> <p>The Company has a zero-tolerance approach to bribery and corruption and has adopted an anti-bribery policy to protect the Group, its employees and those third parties with which the Company engages. IGas has reviewed the policies and procedures to ensure compliance with the UK Bribery Act, Modern Slavery Act and Criminal Finances Act. The Company continues actively to promote good practice and compliance throughout the Group</p>	<p>There were no bribery, corruption or money laundering incidents reported during the year.</p>

	and has continued its rolling online programme of anti-bribery and corruption and anti-facilitation of tax evasion, as well as anti-slavery and human trafficking and whistleblowing training for all relevant employees.	
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