

Document No: PfR 25	Issue No: V3	Issue Date: 01.12.21 Next review deadline: 01.12.22	Board or other meeting adopting this document or policy: PfR General Management Rev.
Title: PfR Environmental, Social and Governance, Culture and Ethics Policy			

1 Statement of Intent:

Partnerships for Renewables (PfR) believes that incorporating environmental, social, corporate governance and ethics considerations in its business activities is essential to creating value for its clients and to develop a more sustainable long-term strategy. PfR strives to incorporate the principles listed in its ESGC policy across its business activities.

2 Environmental Policy

PfR recognizes that its activities may have affect the environment and our policy is to limit these potential effects as much as possible. We are committed to ensuring that our business activities are environmentally responsible, energy efficient, low carbon and that continuous improvements are achieved.

PfR's key environmental effect are:

- Local environmental impact;
- Lifecycle effects during the manufacturing, operation and maintenance of assets;
- Greenhouse gas emissions;
- Production, management and disposal of waste;
- Use of energy & water.

To address key issues of environmental concern and to minimize its environmental impact, PfR is committed to:

- Minimize greenhouse gasses arising from its business activities
- Reduce waste and increase recycling of materials
- Efficiently use energy, water, manufactured products (e.g. paper) and natural resources
- Promote the use of renewable energy wherever possible
- Increase use of telephone and videoconferencing facilities to minimize travel
- Increase the use of rail travel as opposed to air and road
- Source products and consumables that are made from sustainable sources or recycled materials, or that are easily recyclable or reused where practicable
- Improve company car efficiency by adopting and reviewing driver behaviour monitors where practicable

PfR's Environmental Policy sets out PfR's commitments to protecting the environment and methods of improving environmental performance.

PfR's Sustainable Procurement Policy also echoes the commitments listed above by providing a framework of measurable aims and objectives intended to improve the sustainability of procuring goods, works and services.

PfR, at a business level, views this policy as integral guidance on how it considers new and existing clients, and how it operates its business in a sustainable way. PfR is a specialist consultancy and asset management service provider to the renewables industry and aims to build its portfolio of clients towards sustainable, environmentally sound projects e.g. wind and solar farms of a sound and environmentally sustainable character. Environmental risks and opportunities are also considered both in new and existing projects.

3 Social Policy

PfR aims to ensure proper labour and working conditions, to safeguard the health and safety of its employees and the social well-being of the communities in which it operates. PfR is committed to:

- Equal opportunities and diversity, and values its employees for their skills, experience and knowledge regardless of gender, sexual orientation, age, race, colour, ethnic origin, religious beliefs or physical ability.
- Recruiting, developing and retaining the best talent in order to promote a stimulating, rewarding and inclusive environment where everyone's contribution is recognised, valued and respected.
- Supporting the protection of human rights and does not use directly or indirectly forced labour (e.g. modern slavery) and provides equal opportunities for employees to present their view to management.
- Assessing the health and safety risks arising from work activities and taking appropriate action to eliminate or reduce risks.
- Fair consideration of requests from employees for non-standard working arrangements within reason (i.e. maternity/paternity/parental leave); and
- Encouraging contributions to charity.

PfR aims to provide a harmonious working environment and to maintain the highest standards of integrity with everyone it deals with. Openness, fairness and transparency are core values of PfR's activities, and employees are encouraged and responsible for integrating these values into their everyday working life.

PfR values feedback from local communities in which its projects are located, and ensures that any queries, complaints or feedback is suitably dealt with and reported to the client. PfR's Complaint Policy, and Sustainable Procurement Policy echoes this endeavor and all employees are encouraged to follow the recommendations and requirements fully.

4 Governance Policy

PfR is fully committed to:

- Complying with all applicable laws and promotes best practice in all its endeavors.
- Exhibits honest, integrity, fairness and respect in all its business dealings.
- Engages with regulators in an open, honest and co-operative manner.
- Prohibiting employees from making or receiving gifts of substance during the course of business.
- Prohibiting contributions to political parties or candidates where this could constitute a conflict of interest.
- Prohibiting the making of payments as improper inducement to receive preferential treatment.
- Using information received to benefit best interests of its business relationships, and not for personal financial gain.
- Identifying any conflicts of interest and avoiding or reporting them to clients or key stakeholders in line with industry best practice.
- Properly records, reports and reviews financial and company tax information.
- Using effective systems of internal control/risk management including social, environmental and ethical matters.
- Making every effort to meet stakeholders' expectations, facilitate their access to information and provide them with clear and transparent information based on regular and value-adding reporting.

REVISION TABLE

Issue no.	Date issued Author	Revision / change
0.1	August 2017	Initial version for consideration by Team
0.2	April 2019	Amends by DC and Approved at Senior Management Review.
0.3	December 2021	Annual update Senior Man. Rev.