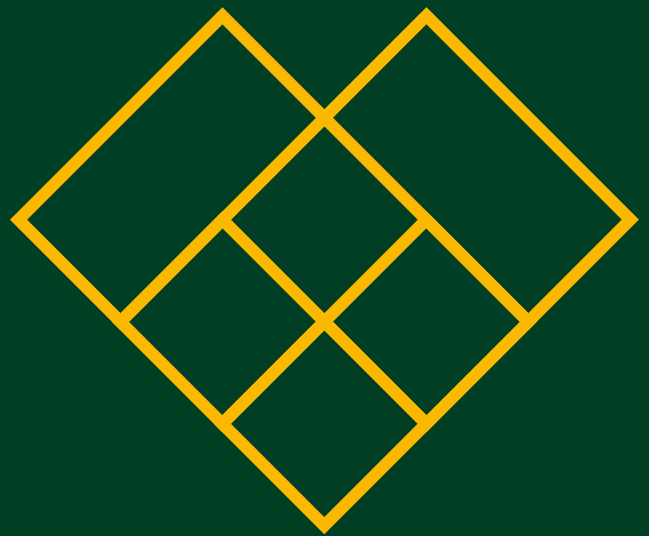




# Annual ESG report 2024



PREPARED BY:

PAUL BRESLIN BSc DipESG CMIOSH PCQI GradIEMA

ESG & Regulatory Risk Director

# Table of Contents:

## Overview

About this report	4
Message from our CEO	5
Who we are	6
Who we work with	7
Our ESG highlights	8
DMA	9
ISO certification	11
ESG framework – UN SDGs	12

## Environmental

Our environmental approach	15
GHG protocol reporting	16
Scope 1 and 2 reporting	18
SBTi	20
Modernisation of plant fleet	21
Circular economy	22
Recognition	23

## Social

One Igne: Putting Our People First	25
Health and safety performance	26
Wellbeing initiatives at Igne	27
Staff absence and staff turnover	28
Social value strategy	29
Equality, diversity and inclusion	30
Living Wage Accredited	31
Armed Forces Covenant	32
Disability Confident Employer	33

## Governance

ESG governance structure	35
Gender composition and age demographic	36
IT and cyber security	37
Policies	38
ESG results 2024	39
ESG strategy	40
Our ambitions for 2025	41



## 01 Overview



## About this report

At Igne, our environmental, social, and governance (ESG) journey continues to be guided by our core values and united purpose - working together as One Igne to build a more sustainable and responsible future.

This 2024 ESG report reflects our firm commitment to transparency, outlining the progress we've made across the calendar year ending December 31, 2024. It addresses the most material ESG topics influencing our business, people, and stakeholders. It also sets the direction for our evolving ESG roadmap.

Over the past year, we successfully completed our first double materiality assessment in collaboration with an independent third-party consultancy. This has helped us to identify and prioritise the ESG issues that matter most - both in terms of their impact on the business and our impact on the world around us.

Igne has adopted an 'operational control' approach, and this report covers the initiatives and performance metrics of our UK operations. We are committed to producing this report annually as part of our ongoing journey toward accountability and improvement.

We continue to align our efforts with our chosen United Nations Sustainable Development Goals (SDGs), selecting those most relevant to our industry and operations, while remaining open to adopting additional goals as our sustainability strategy matures.

In 2024, we also achieved a key milestone in our climate commitment: our Near-Term Science Based Targets were formally approved by the Science Based Targets initiative (SBTi). These targets reflect our dedication to reducing emissions in line with climate science and keeping global warming to 1.5°C.

To ensure accuracy and integrity in our environmental reporting, we engaged an external ESG consultant to guide our greenhouse gas (GHG) emissions reporting, ensuring it meets corporate reporting standards.

We believe ESG is a shared journey, and we welcome ongoing dialogue. If you have questions, insights, or would like to contribute to our progress, please contact [Paul.Breslin@igne.com](mailto:Paul.Breslin@igne.com).





At Igne, our commitment to Environmental, Social and Governance (ESG) principles is not a standalone initiative, it is embedded in our core values and our united purpose: working together as One Igne to build a more sustainable and responsible future.

This, our 2024 ESG Report, reflects that commitment. It outlines the progress we've made over the calendar year ending 31 December 2024, and sets a clear direction for the continued development of our ESG roadmap. It also represents our determination to remain transparent and accountable as we grow.

This year, we achieved several significant milestones. Chief among them was the successful completion of our first double materiality assessment, conducted with support from an independent third-party consultancy. This process helped us identify and prioritise the ESG issues that matter most, both in terms of our impact on the world around us, and the risks and opportunities that ESG presents to our business.

We also marked an important step forward in our climate strategy. In 2024, our Near-Term Science Based Targets were formally approved by the Science Based Targets initiative (SBTi) aligning our emissions reductions with the goal of limiting global warming to 1.5°C. To support this work, we engaged an external ESG consultant to guide and verify our greenhouse gas (GHG) emissions reporting in line with recognised corporate standards.

Our ESG strategy is aligned with selected United Nations Sustainable Development Goals (SDGs), and we remain open to adopting additional goals as our work evolves. We've taken an operational control approach in this report, and the initiatives and data presented here reflect our UK operations.

This is our first ESG report to be produced on an annual basis, and we see it as a foundation on which to build, offering a clear, honest picture of where we are today, and a framework for improvement tomorrow.

ESG is not a box to tick, it is a shared responsibility, and one we embrace with humility, ambition and intent. I am proud of what our teams have achieved so far, and grateful to all those who have contributed to this important work.

If you have questions, suggestions or would like to support our ESG progress, we welcome your engagement.



**Rob Hunter, CEO**



## Who are we?

Formed in 2023, Igne is the synergetic amalgamation of six companies, renowned within their respective fields, and with over 350 years of combined experience. A one-stop-shop for pre- and post-construction services. Igne's six service categories are: site investigation, testing, unexploded ordnance, water wells, geothermal, and geo-environmental.

Igne offers stand-alone or fully integrated services and can support an entire project's lifecycle. Best of all, Igne's size and reach means we have the capacity to deliver solutions nationwide.

### Purpose

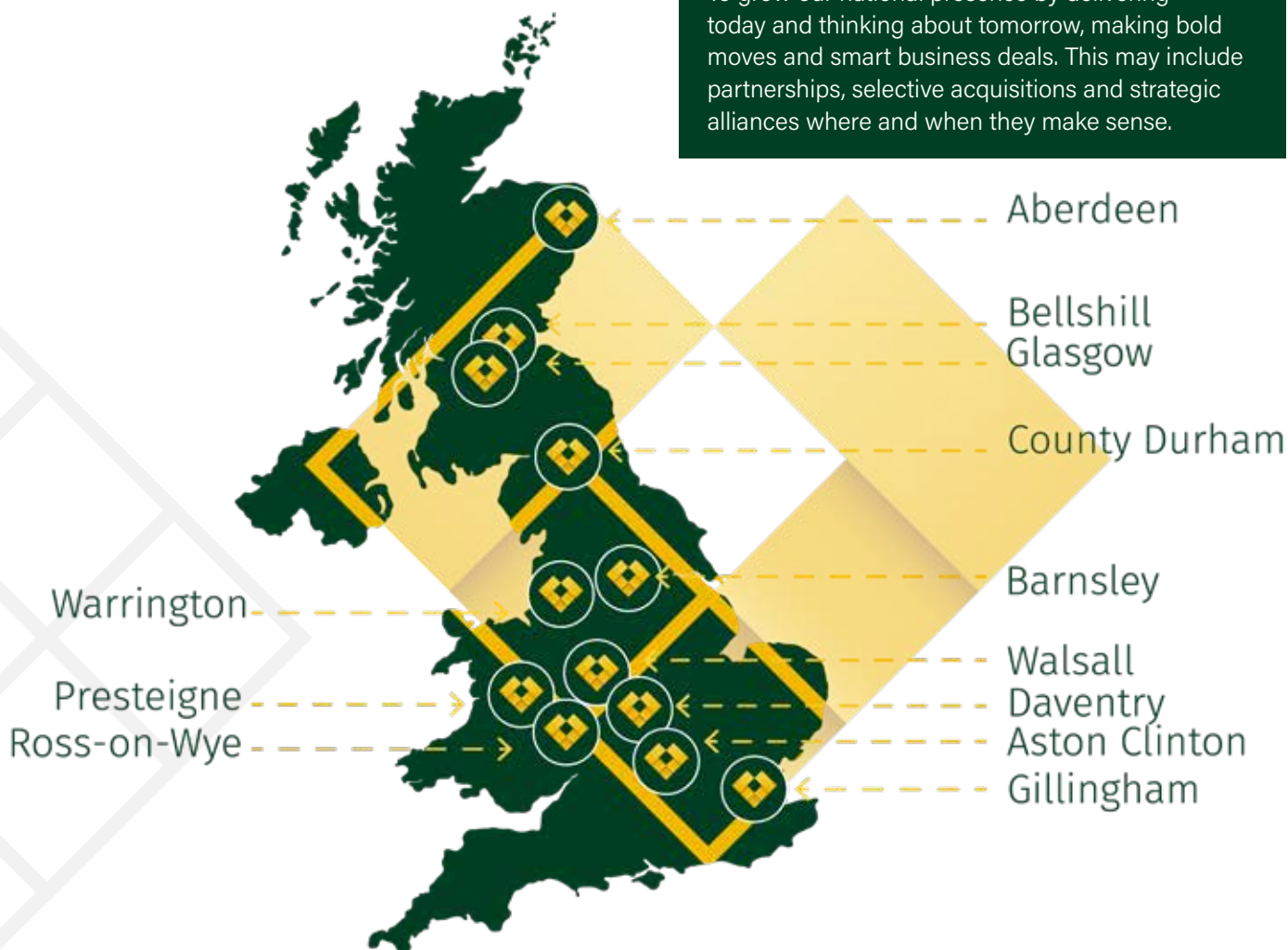
To improve the built environment, enable sustainable communities and advance positive change.

### Vision

To become the most trusted Tier 1 partner for environmentally sustainable site investigation and drilling service across the entire construction and infrastructure lifecycle in built environments across the UK.

### Mission

To grow our national presence by delivering today and thinking about tomorrow, making bold moves and smart business deals. This may include partnerships, selective acquisitions and strategic alliances where and when they make sense.

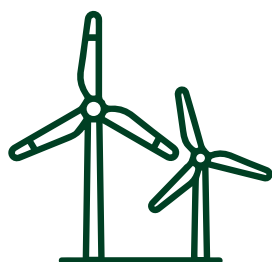


## Who we work with

Igne operates UK wide in several markets. Our core industries are construction, transport and infrastructure, renewables, mining and earthworks, land remediation and nuclear.

Our business model is supported by our UK premises coverage which allows us conduct site operations within short notice and quick turnaround. This, aligned with our commitment to quality service, environmentally sustainable practice and technical expertise, demonstrates our core values.

The illustrations below highlight our key industries. Our ESG approach, centres around delivering a sustainable service with the future in mind.



**Renewable Energy**



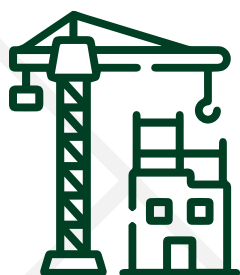
**Transport Infrastructure**



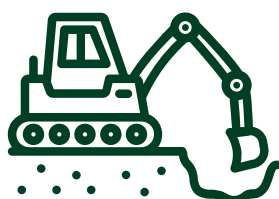
**Nuclear Industry**



**Domestic Clients**



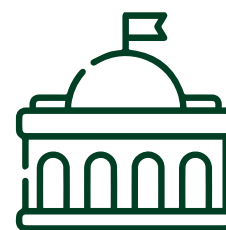
**Construction Industry**



**Land Remediation**

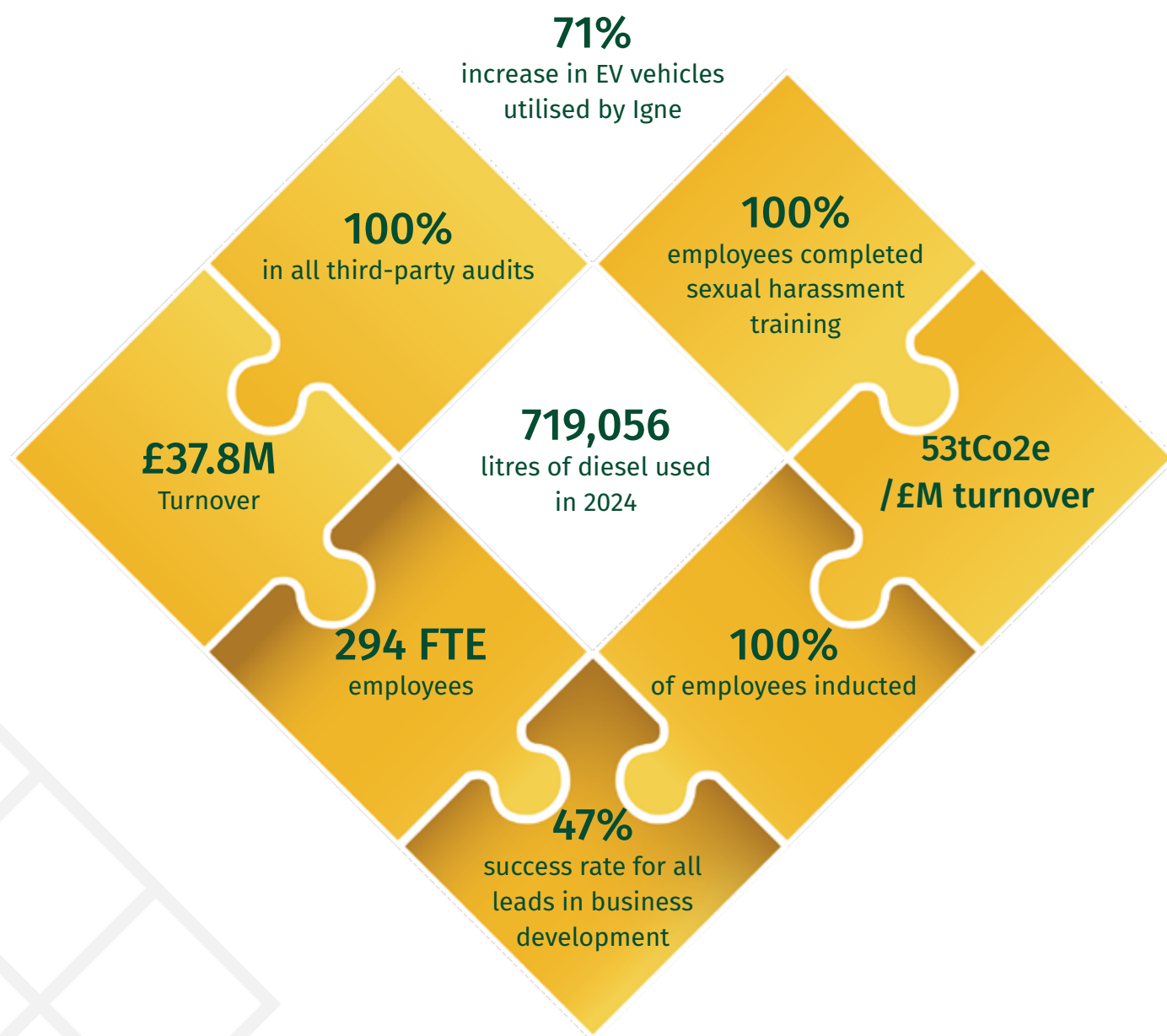


**Mining & Earthworks**



**Public Bodies**

## Our ESG Highlights





# igne Double Materiality Assessment

A key focus for Igne throughout 2024 has been the development of our double materiality assessment (DMA), which will be further tested and refined during 2025. This assessment forms the foundation for our future sustainability reporting, in alignment with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

The DMA process has been driven by a collaborative and structured internal effort. Igne conducted a comprehensive workshop with broad cross-functional representation across the business, reviewed our operational model, and analysed upstream and downstream value chain activities. In addition, we undertook targeted research to close identified knowledge gaps and ensure a robust, evidence-based approach.

As a result, we have identified key impacts, risks, and opportunities (IROs) that are most relevant to our business and stakeholders. This work not only strengthens our ESG governance but also supports our strategic alignment with evolving regulatory expectations and stakeholder demands.



# igne Double Materiality Assessment

The Igne materiality matrix highlights the most important sustainability matters for our business. Through this process, we identified 14 IROs - comprising 8 environmental, 4 social, and 1 governance-related topics.

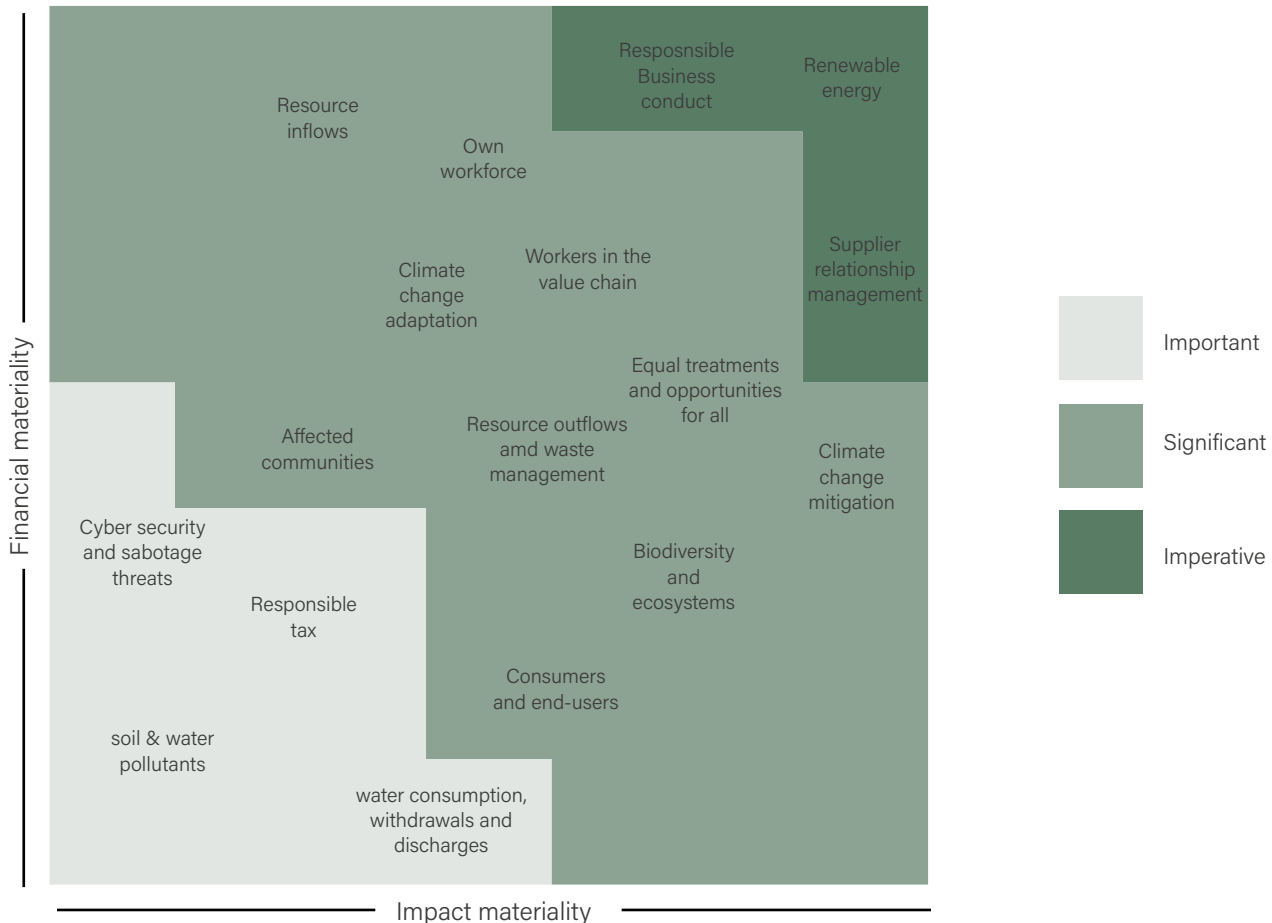
Following this analysis, 11 IROs were considered material to Igne. These formed the basis for our prioritised sustainability matters, and ultimately, the structure of the Igne materiality matrix.

Among the highly material topics identified were renewable energy, supply chain management, effective business governance, climate change, our own workforce wellbeing, working conditions within our value chain and operations, affected communities and future market resilience.

The DMA has enabled us to clearly define and prioritise our most significant ESG areas. This provides a solid foundation for our target setting, strategic planning, and ongoing alignment with CSRD requirements.

Our ambition is to ensure the information disclosed is both meaningful and accessible, providing stakeholders with a transparent view of Igne's ESG efforts, while remaining clear and easy to interpret.

2024 marks the launch phase of our CSRD journey - setting the structure for consistent, credible, and standardised ESG reporting that meets both regulatory and stakeholder expectations.



# Quality, Health, Safety, and Environmental Excellence at Igne

As part of our ongoing commitment to the highest standards of operational excellence, in 2024 Igne successfully retained our ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management) certifications covering the full breadth of the Igne Group.

This achievement provides external validation that our policies, procedures, and management systems are not only fit for purpose but are consistently aligned with globally recognised best practices. It strengthens our ability to deliver exceptional outcomes for our clients and stakeholders, and supports our responsibility to protect our people, communities, and the environment.

Maintaining our accreditations is a critical enabler for **One Igne** - our ambition to operate as a fully integrated, values-driven group. Standardising our approach to quality, health, safety, and environmental (QHSE) management across all businesses enhances collaboration, consistency, and accountability. It ensures that every project, every site, and every team operates with the same high standards, regardless of location or service line.

This unified approach enhances our ability to reduce environmental impact through consistent management of resources and emissions, deliver sustainable and client-focused solutions across all operations, embed a proactive safety culture that prioritises the wellbeing of our people, strengthen regulatory compliance and governance to mitigate operational risks, and enhance stakeholder confidence through consistent, independently verified performance.

As we continue to integrate our businesses and shape the future of sustainable construction and ground engineering, these certifications represent more than operational milestones, they are foundational pillars supporting our vision for a safer, greener, and more responsible Igne.



## ESG Framework - UNSDGs



### Target

**Focus on 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, with a particular focus on **5.5.2:** proportion of women in managerial positions.

### Progress

Igne work in a predominantly male dominated industry, however we are striving to close the gap on gender composition, which is reflected in the number of females in managerial positions across the organisation. We want to close this gap further and we will continue to increase gender composition above the construction industry average number of females in managerial positions.



### Target

**Focus on 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

### Progress

Igne ensures health, safety and wellbeing are the top priority for the business. Our Igne behaviours model demonstrates that the safety of our people is considered in all business decisions. Our commitment to maintaining and improving safety standards is recognised through our external accreditations and audit performances.

## ESG Framework - UNSDGs



### Target

**Focus of 12.6:** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

### Progress

Igne is a newly formed company, and we have set out our ambitions early with clear intentions to make our operations sustainable. This includes our supply chain and our customers. Our commitments include annual reporting of our environmental performance and clear targets set to pave our route to Net Zero.



### Target

**Focus of 13.2:** Integrate climate change measures into national policies, strategies and planning, with a particular focus on **13.2.2:** Total greenhouse gas emissions per year.

### Progress

Addressing climate change is a significant element of our sustainability strategy. By identifying our key risks and areas of our operations which emit most carbon, we can strategically reduce our emissions over the longer term.

This SDG is also about how we engage our people and help raise awareness and collaborate with other stakeholders, particularly clients and suppliers.





## 02 Environmental





## Our Environmental Approach

We recognise the impacts of climate change are being realised and the consequences will affect us all worldwide. There is a clear and growing consensus on the urgent need to accelerate decarbonisation efforts to limit future impacts. In 2024, we took critical steps on this journey, recognising that early and decisive action is essential for building a sustainable, long-term future.

During the year, we recalculated our baseline carbon emissions to reflect significant structural changes within the business, including the closure of less energy-efficient facilities and the opening of modern, lower-carbon sites to support our growth and operational expansion. This revised baseline provides a more accurate foundation for our carbon reduction strategy and road map, ensuring that our future plans are aligned with the realities of our evolving operations.

Our considered approach has continued to identify changes that require minimal investment alongside those that demand more significant financial commitment. Through this, we have prioritised easy wins to embed decarbonisation into our day-to-day operations while laying the groundwork for longer-term investments to deliver deeper carbon reductions as we scale.

We acknowledge that pragmatism remains essential. There is much that can be done today with a high degree of certainty, but looking forward over the next five to ten years and beyond, we must anticipate and adapt to uncertainty. Our strategy emphasises the need to pause regularly, assess our progress, and adjust our course to ensure we remain on track to meet our targets.

Finally, we recognise that decarbonisation cannot happen in isolation. Collaboration with our customers, clients, and supply chain partners is crucial. Each has an important role to play in addressing their own impacts and influencing their wider ecosystems, including through their own supply chains. Driving collective action will be key to achieving meaningful and lasting change.



# GHG Protocol Reporting

## Reporting scope

Igne Group Ltd recalculated its baseline emissions in 2024 due to new premises opening across the business. Our direct emissions inventory includes all GHG scope 1 & 2 emissions with plans in place to include Scope 3 in the near future.

Our Scope 1 emissions will account for all mobile plant and commercial vehicle fleet, local heating (natural gas) and other emissions such as compressed gases.

For scope 2 emissions accounting, we will report the absolute emissions from our electricity use using the location-based methodology. We feel this is the most appropriate way to account for this emissions source.

It is recognised that biofuels and bioenergy are being used more predominantly, and so we have chosen to disclose the GHG protocol defined out of scopes emissions associated with the use of known biogenic emissions. However, as these are not deemed a net contributor to global carbon emissions, they are not included in Igne's total net emissions.

## Standards and methodology

We have chosen to report to GHG Protocol - corporate standards. Which will ensure our GHG inventory represents a true and fair account of our emissions through the use of standardised approaches and principles.

Our conversion factors used to calculate the emissions are based on the use of primary data where available and the application of UK Government DEFRA conversion factors.

## Recalculation Policy

Recalculation of the baseline accounts will be undertaken under the following circumstances

- Re-calculation due to structural changes
- Re-calculation due to changes in the calculation methods (scope 3)

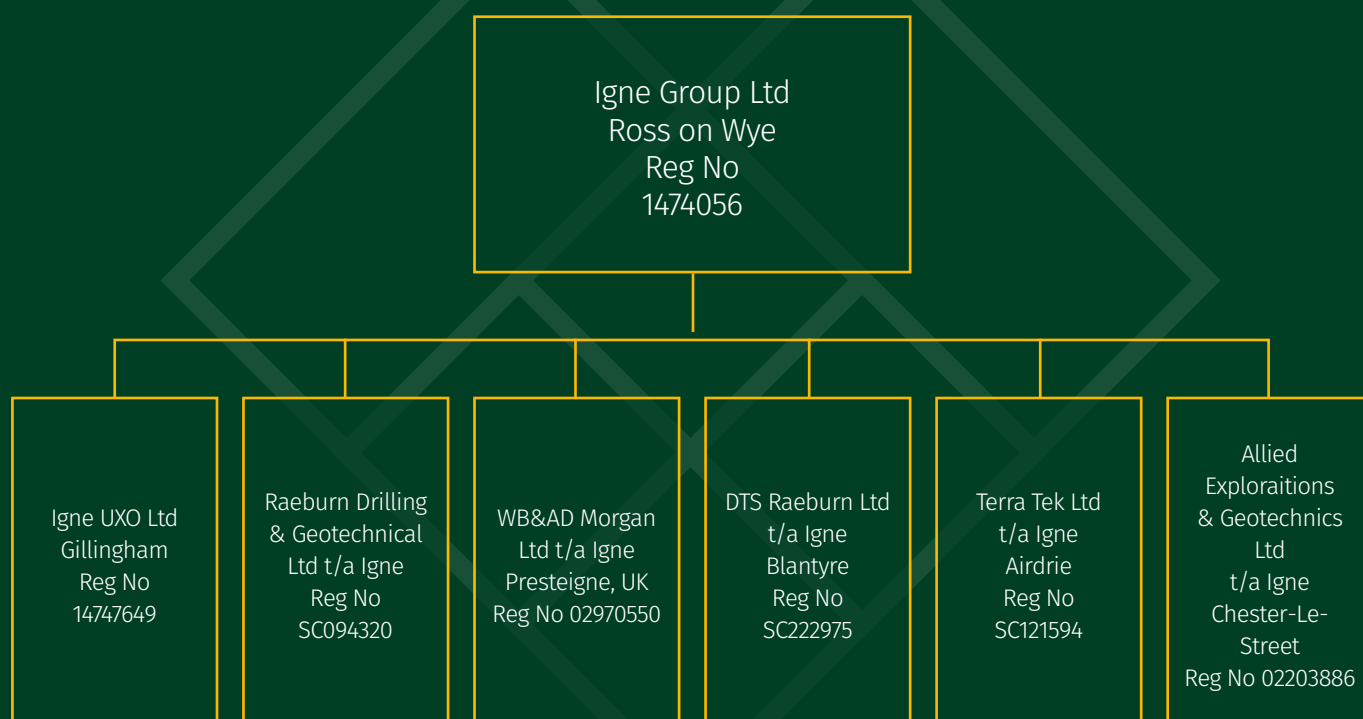


# GHG Protocol Reporting

## Temporal Boundary

January to December (Calendar Year)

## Organisational Boundary



## Operational Boundary

All activities conducted within our premises and site operations

## Scope 1 & 2 Reporting

At Igne, we recognise the majority of our emissions arise from transportation and mobile plant, which account for 92% of our total reported emissions. This reflects the operational nature of our business and highlights the critical area of focus for our future carbon reduction strategy.

Fossil fuels, primarily diesel and petrol, remain the largest contributors to our direct emissions. Decarbonising our commercial and plant fleets is a key priority, and we are already progressing with the transition to lower-emission company vehicles across all parts of the business. While emissions from other sources, such as electricity, natural gas, welding gases, and stationary combustion equipment, are important, they represent a comparatively small proportion of our overall carbon footprint.

As part of our continuous improvement approach, we will evaluate green energy supply options at the point of contract renewals to further reduce our indirect emissions.

In 2024, Igne opened five new premises designed with energy efficiency and operational economy in mind. These investments will contribute to improving our overall carbon footprint and support our journey towards a more sustainable future.

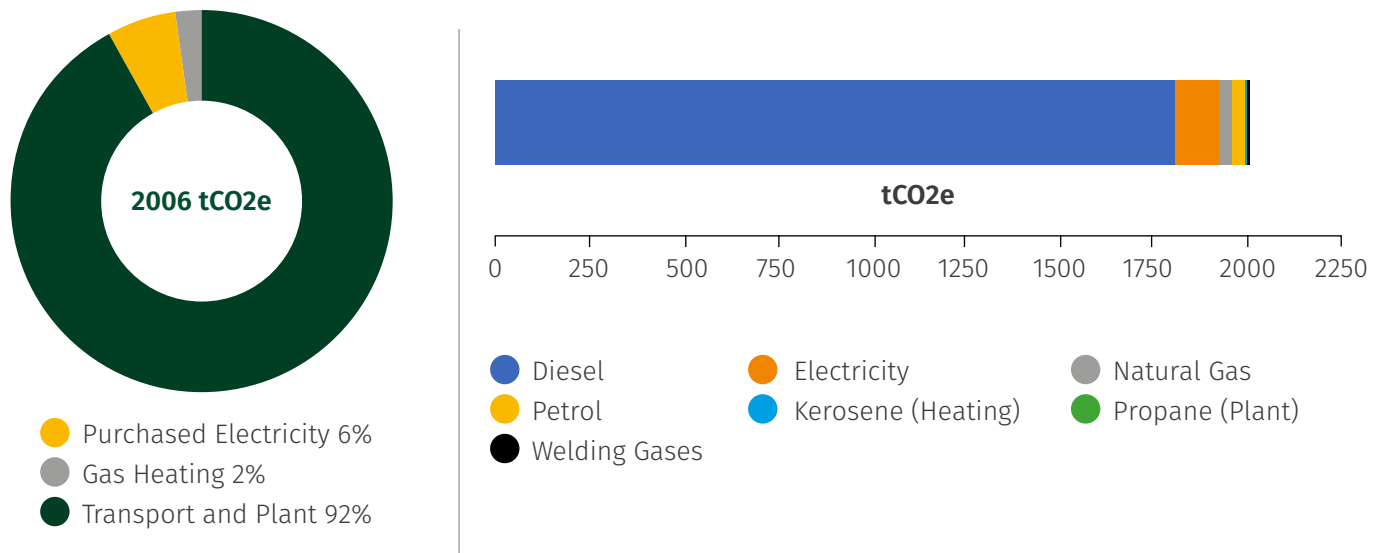
### Emissions reporting 2024 baseline data

Emissions scope	Baseline Emissions 2024	
	tCO2e	tCO2e/Person
Scope 1	1893.29	6.53
Scope 2	112.92	0.60
Total S1 & S2	2006.22	7.13
Out of scope	117.17	-



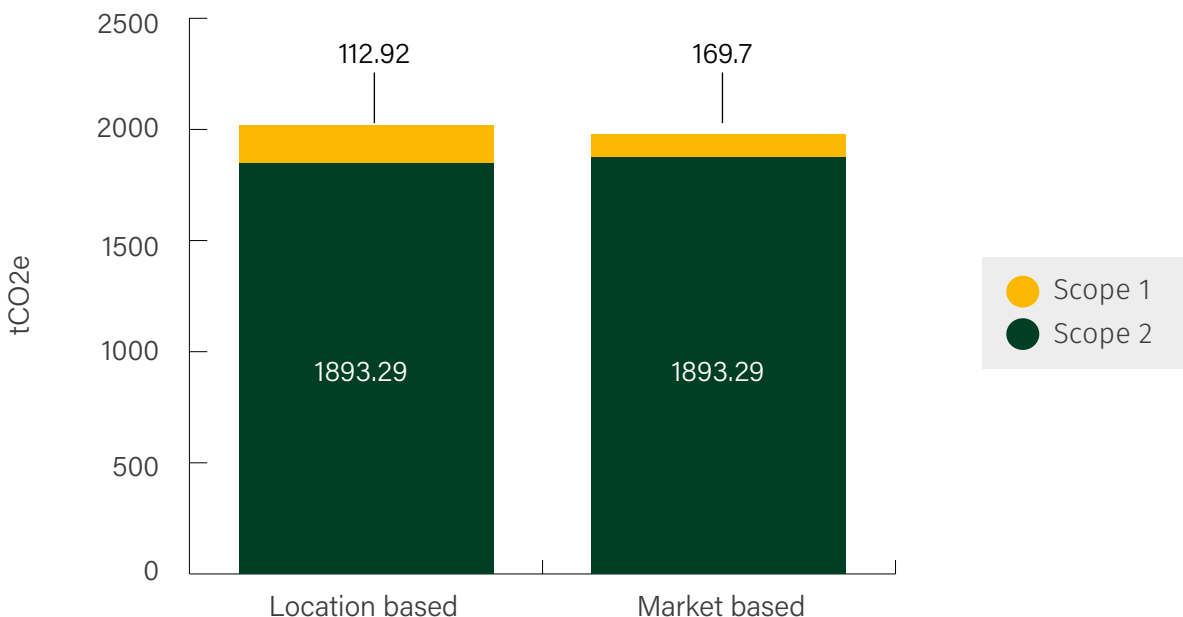
# Scope 1 & 2 Reporting

## 2024 Emissions Sources Reporting



For scope 2 emissions accounting, even though 40% of our electricity supply is generated from renewable sources determined from our energy supplier declaration, we have chosen to report the absolute emissions using DEFRA UK average factors and adopting a location-based methodology in place of market-based. We feel this is the most appropriate way to account for this emissions source

### Location Base v Market Based Emissions 2024



# Achieving SBTi Approval and Advancing Our Carbon Reduction Commitment

Igne Group Ltd is proud to announce the approval of our Near-Term Science-Based Targets (SBTi), confirming our commitment to a 42% reduction in Scope 1 and Scope 2 carbon emissions by 2030. This milestone, part of our ESG strategy for 2024, is an essential step in reinforcing our leadership in sustainable practices and our responsibility in addressing climate change.

Receiving SBTi approval is a testament to Igne's dedication to science-based climate action. The approval confirms that our emissions reduction targets align with the most ambitious climate science, in line with the Paris Agreement's goal of limiting global warming to 1.5°C. This is more than a mark of credibility, it demonstrates to our clients, investors, and stakeholders that we are committed to achieving a meaningful, measurable, and impactful reduction in our carbon footprint.

This 42% reduction target, will guide Igne's operations through a focused, measurable strategy aimed at transforming our energy usage, streamlining our operations, and future-proofing our business against an ever-evolving regulatory and market landscape. Our roadmap for delivering on this target includes significant investments in renewable energy, energy efficiency, and low-carbon technologies. These changes will not only reduce our emissions but will also yield substantial operational efficiencies, contributing to long-term cost savings and a more resilient business model.

The path to achieving these reductions will require a clear and disciplined approach. However, it also represents a compelling opportunity for Igne to differentiate itself in the marketplace, meet the rising demand for sustainable practices, and lead by example within our sector. As we continue to refine our strategy, the SBTi approval strengthens our position with stakeholders, further aligning us with global sustainability trends and positioning Igne for success in the low-carbon economy.

Our commitment to these near-term targets is just the beginning. Over the next year, we will expand our focus to include Scope 3 emissions, preparing for a future Net Zero pathway. This ongoing commitment underscores our belief that sustainability is not merely a regulatory or reputational exercise, it is a key driver of innovation and value creation. This achievement represents a significant milestone in Igne's sustainability journey, solidifying our role as a leader in both the construction and sustainability sectors.



## Modernisation Of Plant Fleet

Igne takes another step forward with its rig fleet. Following the Igne rig review in 2024, the modernisation of our rig fleet continues, building upon the work undertaken in previous years.

New rotary rigs: Fraste PLG have entered the fleet with modern, tier 5 engines and a compact size. These rigs meet modern standards for emissions, and due to their compact size for their capabilities, will reduce carbon emissions for transport over a larger and heavier rig.

A new era of sonic drilling begins in 2025 at Igne with a CRS Duo Pro 140 Sonic Rig on order from Eijkkelkamp, expected in July 2025. This rig, with its dual sonic and rotary drilling heads, allows this rig to do the job of both a sonic rig and a rotary rig. As well as reducing operating emissions due to the tier 5 engines, this dual-head rig will reduce transport emissions where two rigs might have been required to complete the works.

As well as new additions to the fleet, both CP and rotary rigs have been refurbished to increase useful lifespan of these assets. By extending the lifespan of existing equipment, this reduces demand for new manufacturing and minimises waste.

In conjunction with the addition of new rig assets, old assets have been disposed of which include some aged rotary rigs which are large for their capabilities and have less compliant engine systems. These assets have been sold through a rig distribution network to new owners outside of the UK.

The continued modernisation of the Igne rig fleet will bring huge benefits to the environment and to Igne as a business. Modern equipment is efficient for its size with lower emissions. By Igne investing in new equipment it creates a win-win situation.



*'It is fantastic to see Igne's continued investment in its rig and plant fleet. By replacing, refurbishing and disposing of assets within the group, Igne are mindfully shaping the fleet for future growth.'*

*Plant and transport are the largest contributors to our scope 1 emissions and efficiencies can be made to reduce these which include modern engines and dual-purpose rigs.*

*Whilst it's exciting to see the addition of new rigs at Igne, it is also great to see a new lease of life given to existing assets, extending their useable life and reducing waste and new manufacturing.'*

**Ben Cornish – Director of Water Wells**

## Advancing Circular Economy Principles within Igne's Operations

As part of Igne's continued commitment to sustainability and our overarching carbon reduction strategy, we continue our efforts to incorporate circular economy principles across our operations. Recognising that effective waste management and resource efficiency are integral to our broader climate objectives, we have made significant strides in reducing waste and water consumption while improving the efficiency of our geotechnical processes.

A key focus of our carbon reduction strategy is addressing the environmental impact of our operations beyond just emissions. This includes an intentional approach to reducing waste production, optimising water usage, and seeking alternative, more sustainable methods of geotechnical investigation. To this end, Igne has actively adopted non-intrusive technologies like ground penetrating radar (GPR) surveys and cone penetration testing (CPT), both of which reduce the need for extensive soil sampling and consequently minimise waste generation. By moving towards these more efficient methods, we reduce not only physical waste but also water usage, which is typically required in traditional geotechnical investigations.

In line with our commitment to circularity, Igne continues to uphold the highest standards of waste reduction across all operations. We are proud to report that all personal protective equipment (PPE) used by our teams is fully recycled, ensuring that we are minimising the environmental impact of our operations at every level. This ongoing commitment to recycling reflects Igne's broader goal of embedding sustainability into our culture and operational practices.

Looking ahead to 2025, we recognise the need to refine our waste management processes further. As part of our continuous improvement, we are actively engaging with waste management services to ensure more accurate reporting of our waste production. This will enable us to capture and report waste data more comprehensively, improving transparency and providing a solid foundation for future circular economy initiatives. The ability to track and analyse waste generation is crucial to closing the loop and improving the effectiveness of our waste reduction efforts, allowing us to make data-driven decisions and continuously optimise our operations.

By integrating these circular economy principles with our carbon reduction strategy, Igne is not only reducing our environmental footprint but also setting the stage for a more sustainable future. These actions align with our long-term vision of building a resilient business that thrives in a low-carbon, resource-efficient economy.

As we continue to innovate and improve, we remain focused on reducing waste, limiting water usage, and driving positive environmental change across the business.





## Environmental Excellence - Special Recognition

As part of our ongoing commitment to celebrating excellence and reinforcing the importance of employee engagement within our ESG strategy, we are introducing a "Special Recognition" section in this year's ESG report. This initiative is intended to highlight exceptional individual contributions that align with our core values around environment, social responsibility, and governance.

We're proud to share that Katie Forrest, an Engineering Geologist at Igne, has been named a finalist in the Young Professionals Green Energy Awards 2025, hosted by Scottish Renewables.

Katie is shortlisted in the Professional Service Award category, in recognition of her commitment, expertise and impact in the green energy sector.

This shortlisting is a testament to Katie's outstanding contribution to advancing sustainable practices within our projects and reflects positively on both her individual efforts and the culture of excellence we continue to build across the organisation.

Katie's achievement reinforces our ESG values both internally and externally, strengthening the connection between our strategic commitments and employee action.

It enhances our employer brand and improves our attractiveness in an increasingly competitive talent market.

By showcasing a living example of leadership and innovation within our workforce, we demonstrate the tangible impact of our ESG culture.

Furthermore, featuring this recognition provides a strong opportunity to evidence authentic employee engagement and development within our ESG communications.







03 Social



## One Igne: Putting Our People First

At Igne, the health, safety, and wellbeing of our people, and everyone impacted by our work, is at the heart of everything we do. It unites us across all companies and disciplines, underpinning our purpose and driving our mission. If a task, project, or journey cannot be carried out safely and securely, it simply will not proceed. Nothing matters more.

We uphold the highest standards in health and safety through rigorous accreditation, continuous training, and an unwavering commitment to improvement. Across the Igne family, our shared goal is simple: that everyone goes home safe, every day. Health and safety are not just priorities - they are integral to our culture.

All Igne companies are accredited to ISO 45001 standards for safety management. Supported by our group QHSE team, which offers expert guidance and leadership, we work as One Igne to ensure that the wellbeing of our people remains our collective number one priority.

*Igne's ESG and Regulatory Risk Director is responsible for all compliance areas including quality, health and safety, environmental and transport compliance*



*At Igne, we recognise the environments we operate in are ever-changing and so is our approach to health, safety, and wellbeing. Guided by 'Igne Behaviours', we remain dynamic and adaptive, fostering a proactive QHSE culture where everyone is empowered to take ownership of their own safety and wellbeing, both physical and mental.*

*We invest in continuous training and development, equipping our colleagues with the skills and confidence to deliver outstanding quality, health, safety, and environmental performance. Our commitment to promoting a healthy, resilient workforce has been instrumental in strengthening our safety culture and improving performance across the group.*

*We set high standards and never compromise on safety. By working as One Igne, we ensure that the wellbeing of our people and the integrity of our operations are always protected, no matter how the world around us changes*

**Paul Breslin - ESG and Regulatory Risk Director**

## Health and Safety Performance

Our health and safety performance metrics cover all directly employed staff under Igne's management in 2024. Incident rates are calculated based on exposure per million working hours. In 2024, Igne reported no fatalities or high-consequence work-related injuries.

Our accident frequency rate (AFR) stands at 8.7 per million exposure hours, significantly outperforming the industry AFR benchmark of 18.95 per million hours worked, as reported by the British Drilling Association.

We also achieved a notable improvement in our Near Miss Frequency Rate (NMFR), increasing from 17.7% in 2023 to 29.07% in 2024. This positive shift reflects a more proactive approach to hazard identification, incident reporting, and the strengthening of our safety culture across the Group.

We recognise that fostering a strong, positive reporting culture is an ongoing journey. We remain fully committed to providing a safe and healthy working environment for all our people. In 2024, we significantly increased communications to further strengthen our performance, including enhanced leadership engagement, improved incident investigations, and clearer, more consistent health and safety standards across all operations.

By working as One Igne, we continue to raise the bar in health, safety, and wellbeing, ensuring that safety is not just a standard, but a shared value across our entire organisation.

### Safety Statistics 2024

Fatalities	0
Reportable injuries (over 7 days)	0 HSE Riddor
Lost time injuries	6
Work days lost	22
Near miss reports	20
Near miss frequency rate (NMFR)	29.07 per million hours worked
Total hours worked	687960 estimated
Accident frequency rate	8.7 per million hours worked



## Wellbeing Initiatives

At Igne, we continue to place a strong emphasis on mental health and wellbeing as a core component of our ESG priorities. Supporting our people's mental resilience is fundamental to how we operate, particularly in high-pressure environments. Our ongoing efforts focus on creating a psychologically safe workplace, with initiatives designed to promote mental health awareness, early intervention, and access to appropriate support. This reflects our deep-rooted belief that sustainable performance starts with the wellbeing of our people.

One of the key focuses for 2024 into 2025 has been on levelling up employee benefits across the business in line with being 'One Igne'. By the end of the financial year, all employees will have the same basic holiday entitlement, access to a company-paid health cash plan, and equal life assurance provision. Alongside this major project, we are also looking at introducing additional rewards for employees so we can recognise significant achievements and milestones. There is a lot of exceptional talent across the business, and we want our employees to feel connected, motivated and celebrated.

Igne has introduced an applicant tracking system (ATS) to support the recruitment process. As Igne continues to grow, the ability to identify additional talent will be critical to our success. Using an ATS will enable us to capture data on the profile of candidates applying, enabling us to tailor our advertising to target and reach disadvantaged groups and alternative resource pools. There is a strong emphasis on showcasing Igne being a Disability Confident Employer and our desire to make reasonable adjustments at each stage of the recruitment process to help remove any application barriers.



## Staff Absence and Staff Turnover

At Igne, we recognise that the wellbeing of our people extends beyond the workplace. Supporting our employees through periods of absence, including routine illness, is essential to fostering a healthy, resilient workforce. We offer flexible and hybrid working arrangements to help colleagues manage personal commitments while maintaining their connection to the business, promoting both physical and mental wellbeing.

In 2024, our measured sickness absence rate was 1.88 days per person, a slight increase compared to 1.5 days per person in 2023. While this rise reflects a broader trend of normalised sickness absence, we continue to focus on providing proactive support, resources, and wellbeing initiatives to help reduce preventable absence and promote recovery.

Staff turnover at Igne for 2024 was reported at 17%, notably lower than the wider construction industry average of 21.6%. Our ability to retain talent, despite

competitive market pressures, reflects our commitment to providing an engaging, supportive working environment. Factors influencing turnover include the natural retirement of an ageing workforce and expected staff movement across a dynamic industry.

By working as One Igne, we are creating a culture that values wellbeing, fosters loyalty, and strengthens resilience, ensuring that our people are supported both in and outside of work.

Number of employed staff	294	Average over 2024
Number of sickness days taken	1435	(Routine illness)
Sickness absence rate	1.88	Days per person
Staff turnover rate	17%	Number of leavers against average number of staff



## Delivering Social Value at Igne

At Igne, delivering social value is at the heart of our business. We believe success is defined not just by the projects we deliver, but by the positive and lasting impact we create for people, communities, and the environment. Our social value strategy focuses on creating meaningful employment, investing in skills and training, protecting the environment, promoting staff wellbeing, and strengthening local communities. These areas are aligned with the UK Government's Social Value Model and the United Nations Sustainable Development Goals, ensuring our efforts are measurable and impactful.

Our focus in 2024 was to develop and provide high-quality job opportunities, apprenticeships, and professional development pathways to attract and support a diverse workforce. We champion skills development through accredited training, mentorship, and educational partnerships, helping to address critical skills gaps in the construction and engineering sectors.

Environmental stewardship remains a key focus, with actions to reduce carbon emissions, promote sustainability, and embed green practices across our projects and supply chain. Recognising the importance of wellbeing, we are committed to building an inclusive workplace that fosters mental and physical health for all our people.

Our commitment is overseen by our Social Value Leaders and supported by our Social Value Champions. Together, they drive engagement, monitor impact, and ensure social value is embedded into every part of our operations.

Looking ahead, we are strengthening our focus on diversity and inclusion, modern slavery prevention, cyber security, and sustainable procurement. Through these initiatives, Igne is building a stronger, fairer, and more sustainable future for all our stakeholders.



## Equality, Diversity and Inclusion

At Igne, we put wellbeing and development at the heart of our people strategy, ensuring that every individual works in an inclusive, supportive, and empowering environment.

As part of our 'One Igne' commitment, we aim to reflect the diversity of the communities and customers we serve, from the operational workforce to the boardroom. We recognise that a diverse team brings a broader range of experiences, perspectives, and cultures into the workplace, leading to more creative and innovative solutions, a vibrant organisational culture, and stronger business growth.

Our goal is to nurture a truly inclusive culture, one that respects the individuality of every colleague, values their unique identity, and ensures they feel seen, heard, and supported. We are committed to providing a flexible working environment that enables our people to thrive both personally and professionally.

By working together as One Igne, we continue to build a workplace where everyone can succeed, contribute meaningfully, and feel proud to be part of our journey.



## Living Wage Accreditation

In 2024, Igne continued to uphold its status as an Accredited Real Living Wage Employer, a designation that reinforces our commitment to responsible business and ethical employment practices. This accreditation ensures that every member of staff, and any regularly contracted third-party worker receives a wage that is not only fair but also sufficient to meet the actual cost of living.

Our decision to go beyond statutory minimum wage requirements is rooted in a belief that financial stability and fair pay are essential to building a resilient, motivated workforce. By aligning with the independently calculated Real Living Wage, Igne ensures that our people are recognised for their contributions in a way that supports their quality of life and long-term wellbeing.

This commitment also plays a vital role in delivering measurable social value. By ensuring that pay meets real-world needs, we help reduce in-work poverty, support local economies, and contribute positively to the communities in which we operate. This strengthens our social standing to operate and reinforces our role as an employer of choice in our sector.

Importantly, this initiative is fully aligned with our One Igne ethos, a unifying principle that guides how we treat our people and deliver our services. It reflects our belief that respect, fairness and shared purpose should underpin every part of our organisation. In doing so, we not only strengthen internal cohesion but also enhance the trust placed in us by clients, partners and communities.



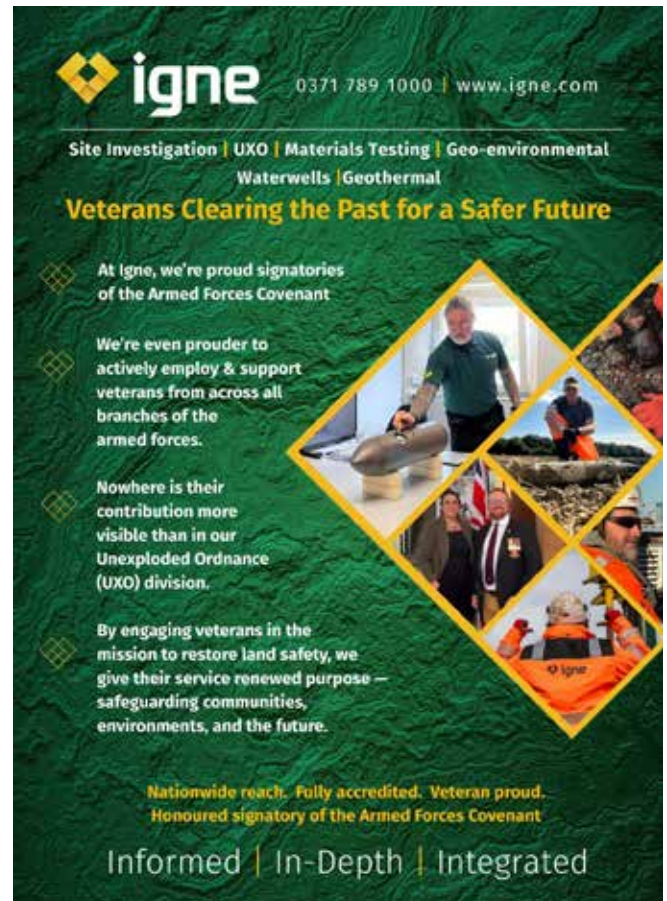


## Armed Forces Covenant

As part of our ongoing commitment to the Armed Forces Covenant and creating positive social value, Igne was proud to support the UXO Kent Reserves and Cadets Event held on 25 February 2025 at County Hall, Maidstone.

The event benefited approximately 50 members of the local community, providing opportunities to learn about the important role reservists play, the valuable skills they bring to employers, and the benefits they experience in their civilian careers. The event brought together local employers, organisations, and employees from across Kent, aiming to strengthen support for the defence community and encourage more organisations to sign the Armed Forces Covenant. Attendees experienced displays from local Reserve and Cadet Units and heard inspiring speeches from current reservists, former cadets, and Gold ERS (Employer Recognition Scheme) award holders. This initiative supported several of our key social value themes, including: jobs, skills, training and community engagement

We remain committed to supporting the Armed Forces community and delivering meaningful social value across all areas of our business.



*"At Igne, we are proud to be recognised as a strong supporter and employer of ex-service personnel. Engaging with the local community through events like the Kent Reserves and Cadets showcase is vital - it helps to strengthen community ties, celebrate the diverse skills veterans bring, and reinforce our commitment to supporting those who serve. We believe this connection enriches our workforce and strengthens our business."* Lucie Tiverrier, Director of Igne UXO.

Lucie Tiverrier, Director of Igne UXO.

## Disability Confident Employer

As part of our commitment to building an inclusive and supportive working environment, Igne maintained its position in 2024 as a Disability Confident Employer, a key element of our broader diversity and inclusion agenda.

The Disability Confident scheme encourages employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. At Igne, this commitment translates into accessible recruitment practices, open and ongoing dialogue around reasonable adjustments, and a proactive approach to supporting individuals with physical disabilities, neurodiverse conditions or long-term health challenges.

This recognition affirms more than just compliance; it reflects our ambition to create a workplace where all individuals are empowered to succeed. We believe that diverse teams, enriched by a range of perspectives and lived experiences, are better equipped to innovate, problem-solve, and deliver real-world impact. By championing inclusive employment, we unlock the full potential of our workforce and uphold our responsibility to reflect the diversity of the communities we serve.

Being a Disability Confident Employer contributes directly to our social value delivery, ensuring that opportunity at Igne is not constrained by outdated assumptions or inflexible systems. It allows us to remove barriers, both seen and unseen, and promotes a culture of trust and belonging.

This is a clear embodiment of the One Igne principle: one culture, one commitment to fairness, and one team united by shared values. By embedding inclusivity into our everyday practices, we are shaping a workplace and a business that is fit for the future.







## 04 Governance



# ESG Governance Structure

## Board of Directors

### **PROVIDES OVERSIGHT**

Oversees ESG strategy and objectives at executive level. ESG oversight responsibilities sit with the Executive Board.

## Chief Executive Officer

### **EXECUTIVE LEADERSHIP**

Overall responsibility for ESG Governance in Igne and is accountable for its overall effectiveness. The CEO defines the vision and strategic direction for the continued sustainability of the business.

## ESG and Regulatory Risk Director

### **BUSINESS ESG LEAD**

Oversees ESG strategy, reports to the Chief Executive Officer, and collaborates with our ESG Team to establish and lead plan implementation. Monitors and advises on our ESG performance.

## ESG Ambassadors

### **SUPPORT TEAM**

Local Ambassadors reporting to ESG and Regulatory Risk Director. Responsible for data collection and communicating ESG initiatives at business unit level





## Gender Composition & Age Demographic

At Igne, we believe that diversity strengthens our business and is essential to building an inclusive, forward-thinking organisation. Our commitment to diversity extends to the opportunities we create for career progression and development across all levels of the business.

Many of our colleagues have joined Igne through strong local community engagement, employee referrals, and family connections, fostering a genuine sense of community and belonging within our workforce. This unique culture is a core strength of Igne and supports our vision of a collaborative and supportive environment.

Our executive board currently consists of 13 members, including one female board member. While we recognise there is more work to do at the senior leadership level, we are proud to report that 26% of our management positions are held by women, significantly outperforming the wider construction industry average of 16%.

We continue to promote internal progression, investing in the development of all our people to ensure career pathways are accessible, fair, and inclusive. Our age demographic remains broadly representative of the wider workforce population, with the majority of our employees aged between 30 and 50 years. This reflects a balanced mix of experience, energy, and innovation across our teams.

As One Igne, we are committed to nurturing a diverse, equitable, and inclusive workplace where everyone has the opportunity to grow and succeed.

Number of executive board members	13
Female board members	1
Percentage female board members	7.6%
Number of employed staff	294
Number in management	57
Percentage of female managers	26%
Number of employees (non-management)	237
Percentage of females (non-management)	15%
Employees under 30 years old	66
Employees between 30 - 50 years old	139
Employees over 50 years old	89

## IT and Cyber Security

Safeguarding data privacy isn't just a behaviour, it's our unwavering commitment. We protect the trust placed in us, ensuring every element of data remains shielded from harm's reach.

A secure data management system is critical to the work that Igne undertakes. By consistently maintaining a high level of information security and privacy throughout all of our functions, we are able to deliver high quality services for our clients, employees, and other stakeholders.

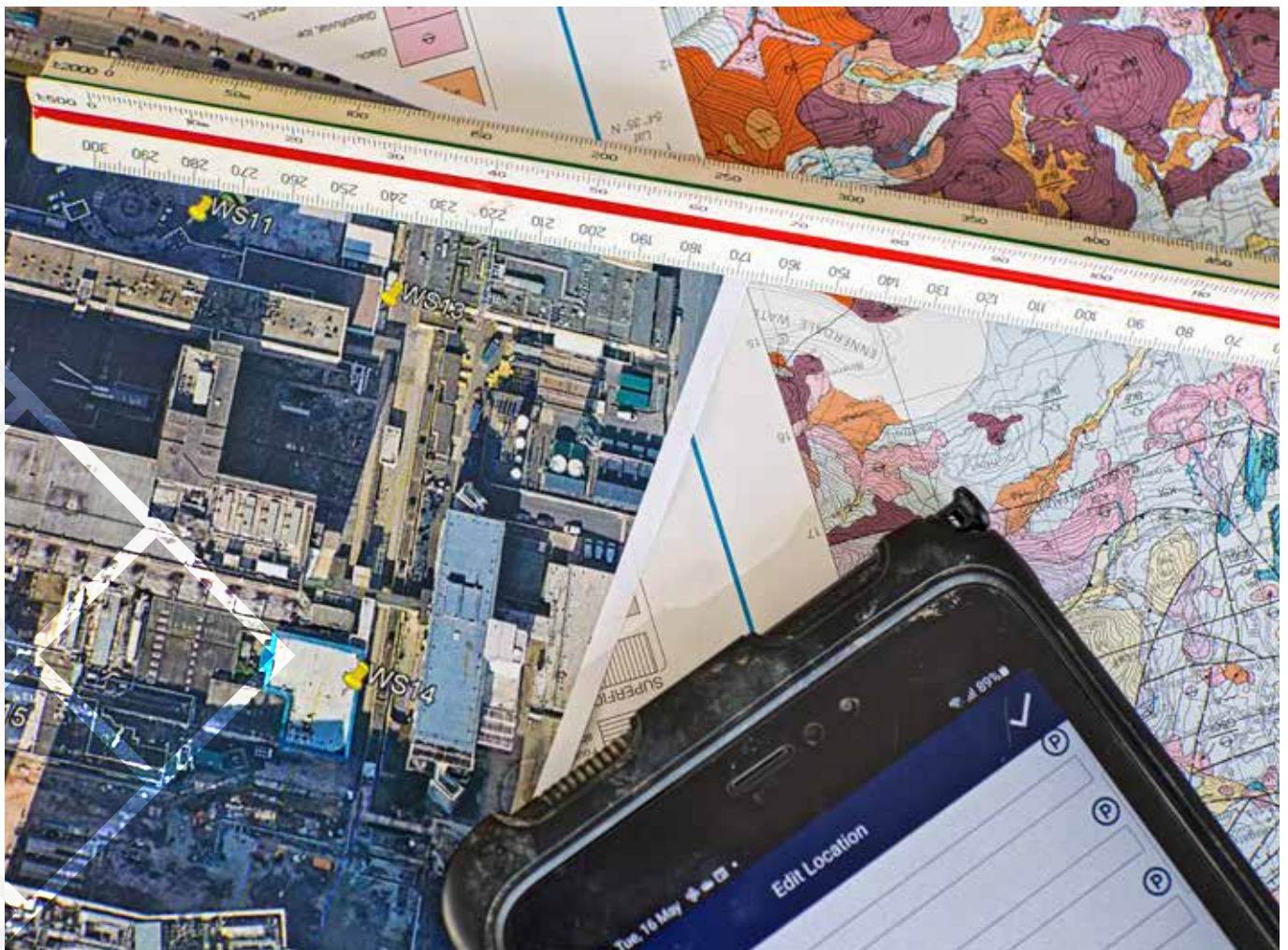
We have created a group wide IT and security policy which underpins our approach to data security and protection.

Our IT support team ensure that all our IT systems remain robust and compliant.

As part of our strategic approach, we ensure that all staff undergo General Data Protection Regulation (GDPR) training. Additionally, we provide regular training sessions on cyber security awareness.

We regularly test our systems and record this as part of our business continuity planning and disaster recovery strategy.

We aim to extend our cyber essential accreditation group wide in 2025.





## Igne Policies

At Igne, our policies are more than governance documents, they are expressions of our shared values and our commitment to acting as One Igne. They help unify our teams, guide our decisions, and ensure we operate with integrity, responsibility, and respect for people and the planet.

In autumn 2023, Igne undertook a comprehensive review of all internal policies related to environmental, social, and governance (ESG) matters, including our code of conduct. This review was driven by our ambition to ensure that every policy supports our collective vision, reflects the evolving regulatory landscape, and reinforces our company-wide commitment to sustainable, ethical business.

Following the review, all key policies, including the updated employee handbook and code of conduct, were distributed to employees across the organisation for reaffirmation. This process was not just a formal step, but a vital part of our unified culture and the principle that we are stronger when we act together as One Igne.

We will continue to review and enhance our policies to remain compliant and ensure they reflect the realities of our operations, the expectations of our stakeholders, and the values we uphold across every part of the business



## Esg Results 2024

### Environmental

Scope 1	1893.29 tCO <sub>2</sub> e
Scope 2	112.92 tCO <sub>2</sub> e
Total S1 and S2	2006.22 tCO <sub>2</sub> e
Out of scope	117.17 tCO <sub>2</sub> e

### Social

Fatalities	0
Reportable injuries (over 7 days)	0
Lost time injuries	6
Work days lost	22
Near miss reports	20
Near miss frequency rate (NMFR)	29.07
Total hours worked	687960
Accident frequency rate	8.7
Number of employed staff	294
Number of sickness days taken	1435
Sickness absence rate	1.88
Staff turnover rate	17%

### Governance

Number of executive board members	13
Female board members	1
Percentage female board members	7.6
Number of employed staff	294
Number in management	57
Percentage female managers	26%
Number of employees (non-management)	237
Percentage female (non-management)	15%
Employees under 30	66
Employees 30 - 50	139
Employees over 50	89

## ESG Strategy

Igne as a company is now seeing progression and we have set off on our sustainability journey with a clear intent to provide a sustainable, high quality and professional service. We are committed to following our ESG strategy and making our contribution to Net Zero and bringing clear social value in our service delivery.



### Materiality assessment

Engage with Supply chain and Evaluate our impacts, risks and opportunities



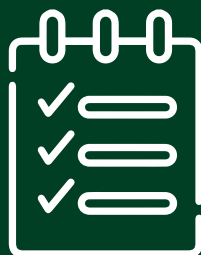
### Determine the baseline

Declare boundaries and measure baseline year



### Set ESG goals

Define our selected goals, ambitions and targets



### ESG policy & planning

Set our intentions in a strategy paper take action



### Measure and report

Evaluate our ESG performance against our KPI metrics and disclose

# Our Ambitions

## Environmental

Reduce scope 1 emissions through modernisation and maintenance of our transport fleet and increasing our EV capability. Reduce scope 2 emissions by selection of green energy partners. Begin assessing our scope 3 emissions by evaluating our circular economy:

- **Waste production**
- **Water usage**
- **Hotel usage**
- **Staff commuting**
- **Well to tank emissions**

## Social

Improve our employees' health, safety and wellbeing. We will aim to decrease the amount of lost time through workplace injury and Increase our near miss reporting rate. This is a leading indicator and demonstrates a proactive approach to safety.

Improve our EDI performance by:

- **Become a Disability Confident Employer**
- **Ensure all our staff undertake EDI training**

## Governance

Set ambitions to increase our gender composition with Igne. This will assist in working towards UNSDG 5 & 10

Increase our Cyber Security performance by obtaining group wide accreditation.







Informed | In-depth | Integrated