

# Sustainability 2024





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# Centurion at a Glance

Centurion is a global leader in the supply of rentals and services to a range of critical end markets for complex, challenging, and remote locations.

We combine the scale and breadth of offerings in five key regions: the US, Canada, UK & Europe, Middle East & North Africa, and Asia Pacific.

With a strong and established global presence, Centurion delivers best-in-class, tailored rental and service packages to meet customers' needs – no matter the size, scope, or location of their project.





# Welcome To Centurion's 2024 Sustainability Report



**I am delighted to introduce Centurion's fifth Sustainability Report.**

2024 was another year of progress made possible thanks to all the great people that work in Centurion and their dedication to efficiency and operating responsibly.

At Centurion, we specialize in delivering solutions for our global customers across a range of critical industries in the most complex, challenging and remote locations. Our teams' technical knowledge and expertise keep traditional and new energy, infrastructure and government projects moving, in even the harshest and most challenging conditions across the globe.

Centurion is dedicated as ever to working with integrity, identifying practical ways to reduce our environmental impact, and actively supporting and contributing to the communities we work in.

Long-term success depends on how well a business manages its environmental, social, and governance (ESG) responsibilities; this belief is at the heart of our business. These principles guide our practices, with our rental model sitting at our core and grounding Centurion's operations in resource efficiency. Our rental solutions support the circular economy by maximizing the lifespan of materials and assets, reducing waste, and enhancing efficiency. This approach not only benefits the environments in which we operate, but also delivers significant cost savings and operational efficiencies for our customers.

Over the past year, we have continued to drive meaningful change while positioning the business for future growth. We've upgraded

our facilities to enhance operations, made practical improvements to reduce our environmental footprint, built on our excellent health & safety record, and supported the development of our people through training programs and initiatives.

We are proud to work alongside our customers, suppliers, and key stakeholders to develop solutions that not only meet today's needs, but also lay the foundation for a better tomorrow. Together, we can drive meaningful change and ensure that our business – and those we work with – remain resilient and committed to progress in an evolving world.

We recognize that our progress is driven by the dedication and hard work of our people, and I extend my thanks to every member of the Centurion team for their commitment to making a difference. As we continue to grow and welcome new acquisitions to the Group, Centurion remains in a strong financial position, and well placed to keep making a difference to the lives of our employees, customers and the communities we work in.

Thank you for your continued trust in Centurion. We look forward to progressing on this journey with you and making a lasting, positive impact.



**EUAN LEASK**  
**Chief Executive Officer**

# 2024 Highlights

Indicators from our main business lines:

>98%

More than 98% of employees trained in corporate compliance

0.00

Achieved a Lost Time Injury rate (LTI) of 0.00

18%

18% less waste sent to landfill

0.13

Achieved Group Total Recordable Incident Rate (TRIR) of 0.13

200k<sup>+</sup>

Supported clients to remove 200,000<sup>+</sup> tonnes of CO2e from the atmosphere

150m<sup>+</sup>

150<sup>+</sup> million litres of water treated and discharged in Canada

# Introduction



HQ

Aberdeen

2500

People

47

Nationalities

5

Regions

11

Countries

66

Countries Served

95

Facilities

# About Us



AM

Accomodation  
& Modular

LC

Lifting Services  
& Cranes

PC

Pressure  
Control

PE

Power &  
Equipment

SS

Subsea  
Services

WW

Water &  
Wastewater



# Markets We Serve

The world’s toughest environments demand expertise.

**At Centurion, we specialize in delivering solutions for our global customers across a range of industries operating in the most complex, challenging and remote locations.**

Whether it’s oil and gas, renewables, minerals, infrastructure, defense or government sectors – our expertise keeps industries moving in even the harshest conditions.

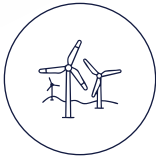
The demanding environments in which our customers operate present unique challenges – from extreme weather conditions and logistical constraints to the need for highly specialized equipment and skilled personnel.

These complex working environments call for innovative, adaptable, and reliable solutions. Our proven operational track-record means that our customers can trust Centurion to provide equipment and critical services to complete their complex projects safely and successfully.

Oil & Gas



Renewables



Minerals



Infrastructure



Defense



Government



# Our Values

Our core values are fundamental to our corporate identity and guide us in how we interact with our stakeholders.

WE DO  
WHAT WE  
SAY



**We Do What We Say:**

Centurion’s people are honest, supportive, responsive, and easy to work with. We honor every commitment and expect the same from others. We listen. We respect differences. We develop and deliver fit-for-purpose solutions.

WE DO THE  
RIGHT  
THING



**We Do The Right Thing:**

Centurion’s people are proud of what they do, because we do the right thing every time. We are safe. We are open, transparent, and professional. We create value. We care.

WE GO  
THE EXTRA  
MILE



**We Go The Extra Mile:**

Centurion’s people are hardworking, committed, and innovative. Always looking for new ways and new opportunities to improve, large and small. We drive change. We challenge the status quo.

WE  
WORK  
TOGETHER



**We Work Together:**

Centurion’s people use their skills, knowledge and experience to build positive relationships wherever they can. We work as one team, locally and globally. We learn. We teach. We actively share knowledge, and insight.

**These values are embedded into everything we do, enabling us to uphold our stakeholder trust and deliver value, operate sustainably, set realistic targets, and address challenges.**

# About This Report

## Scopes & Boundaries

This document comprises the Centurion Group (“Centurion”, or “the Group”) Sustainability Report for 2024. The report covers Centurion entities in countries across our five regions.

This document addresses Centurion’s sustainability approach and performance from 1 January to 31 December 2024, across all activities over which we had operational control.

Data is not included for activities that Centurion does not control or influence.

## Reporting Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards.

It focuses on material topics identified through our most recent materiality assessment, their associated impacts, and how we manage these topics.

This report highlights Centurion’s long-term commitment to sustainability, and how it relates to our business and stakeholders. It also illustrates how we live up to our social license to operate in communities where our operations are based.

## Transparency

We continue to maintain an up-to-date website that includes investor information and contact details for any information requests.

Company updates are provided by the CEO to our Board of Directors during all scheduled meetings and to management teams during quarterly business reviews.

This information is also shared with our employees via town hall sessions and via intranet site. In addition, the CEO also writes to both employees and shareholders annually to provide a business update.

This report is intended to provide the status of Centurion’s ESG performance to interested parties in an accessible and informative document.

The Centurion Board reviews our ESG performance quarterly and quickly implements change where they see any deviations from our stated objectives.



# Our Approach to Sustainability

At Centurion, sustainability is a way of doing business that encourages accountability with our stakeholders, drives innovation, and provides a roadmap for long-term growth.

We embrace the responsibility that comes with our international footprint and continue to strengthen our commitment to ESG.



# Material Topics

Identifying and prioritizing the ESG topics most relevant to Centurion and its stakeholders is central to our ESG planning and reporting. This focus helps us stay ahead of emerging challenges and ensures transparency in our sustainability disclosures.

Our material topics are aligned with the GRI Standards and structured under the three pillars of ESG:



## Environment

We are committed to minimizing our environmental impact while simultaneously supporting our stakeholders in achieving their decarbonization targets.



## Social

Our success is thanks to the hard work and talent of our people. We recognize the vital contributions our employees make to the business and are committed to maintaining a safe and rewarding work environment, and maintaining our excellent safety record.



## Governance

We support all our activities with clear and consistent standards of principled behaviour regulated by a rigorous governance and compliance framework.

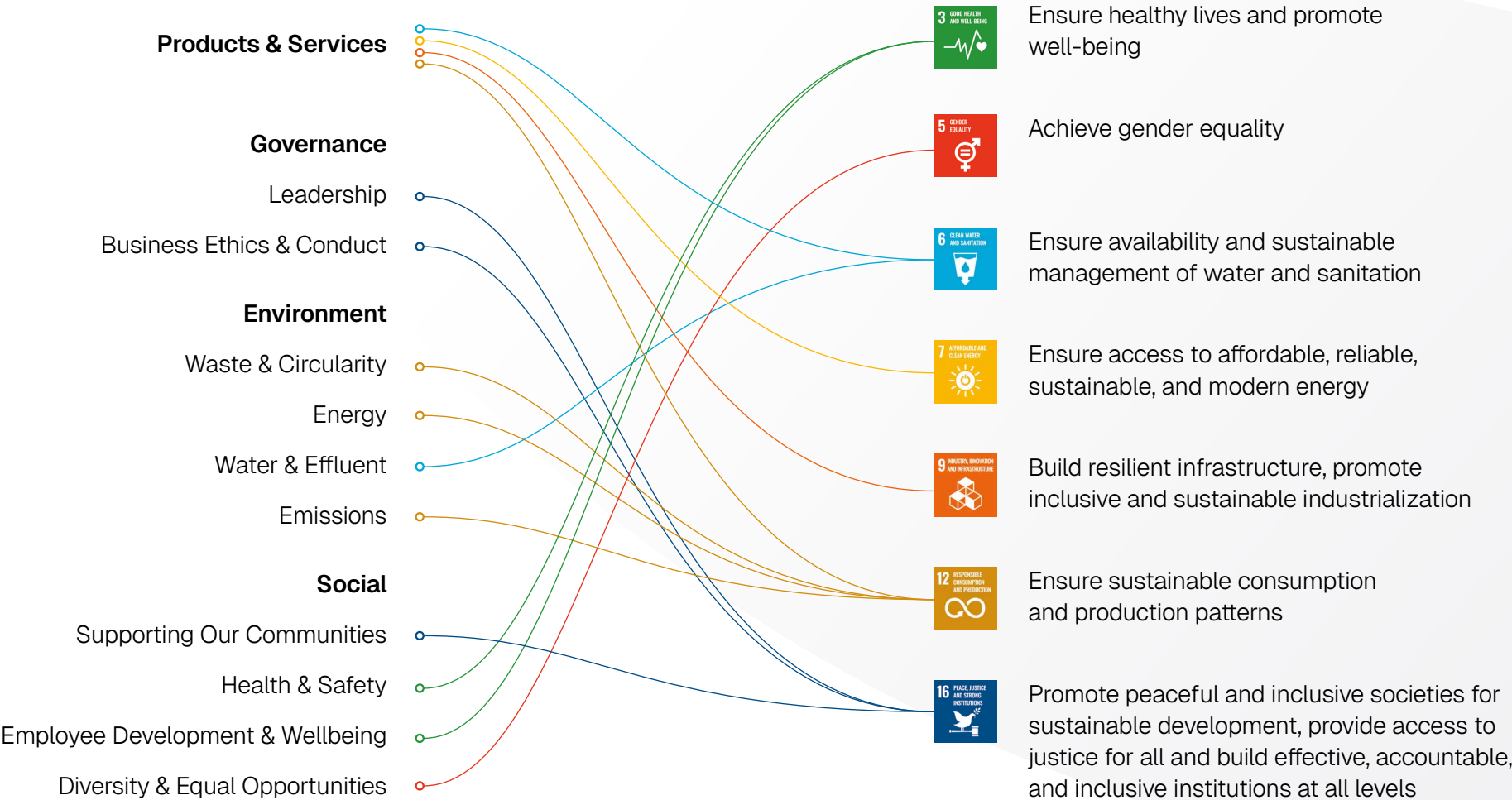
We recognize the importance of identifying metrics to measure our ESG performance and actively monitor key indicators, such as health and safety incident rates, employee turnover, emissions intensity, and more. This report provides a review of our performance across these areas.



# UN Sustainable Development Goals

We have identified seven UN Sustainable Development Goals (SDGs) in which we believe we can make the most significant contribution through our operations, management practices, and performance.

## Centurion Sustainability Approach



# Climate-Related Risks & Opportunities

The Group has conducted a climate-related risk and opportunity assessment to guide our short- and long-term strategic direction on sustainability. This assessment was based on the Task Force on the Climate-Related Financial Disclosures framework, which assists with identifying issues of material importance in Centurion's overall approach to sustainability, and in turn, significant climate-related risks and opportunities.



# Our Sustainability Strategy

The external operating environment, influenced by climate change and geopolitical shifts, is driving transformation across the industries we serve. These evolving conditions create valuable opportunities to accelerate innovation, bolster resilience, and lead positive change.

**We are dedicated to supporting the environment by minimizing the impact of our operations, while helping our customers to achieve their environmental objectives.**

The Group has identified three strategic priorities to support the environment and sustainably drive the future growth of the business: Industry Diversification, Rental Services, and Carbon Reduction.

## Industry Diversification

Across the Group, we have a wealth and breadth of experience in providing equipment and services to customers across a range of critical industries and end markets, including oil and gas, renewables, minerals, infrastructure, defense, and government sectors.

Acquisitions are central to Centurion's growth strategy, and we take a disciplined approach to targeting high-quality businesses that enhance our diversification efforts and reinforce our commitment to sustainability. An example of this is the recent transformational acquisition of Althoff Crane Services Inc. and Buffalo Ridge Transport Inc. (together, Althoff). Based in Minnesota, Althoff is a leading crane rental company specializing in heavy lifting solutions for onshore wind farm projects across the U.S. Midwest.

## Rental Services

At Centurion, we believe that rental equipment plays a significant role in delivering sustainable value for our customers.

We continue to invest in innovative, high-quality equipment and carry out robust maintenance, refurbishment, and repairs to extend the lifespan of both our own and our customers' assets.

Centurion is proud to have made significant strides in expanding our global rental equipment fleet.

This includes our growing provision of modular accommodation, water and wastewater treatment solutions, cranes and lifting services, and other operationally critical support equipment on a wide variety of scopes for complex projects in the world's harshest, most remote locations.

## Carbon Reduction

Carbon reduction is a central pillar of Centurion's commitment to supporting decarbonization efforts. We actively support our customers to find solutions that minimize their impact on the environment.

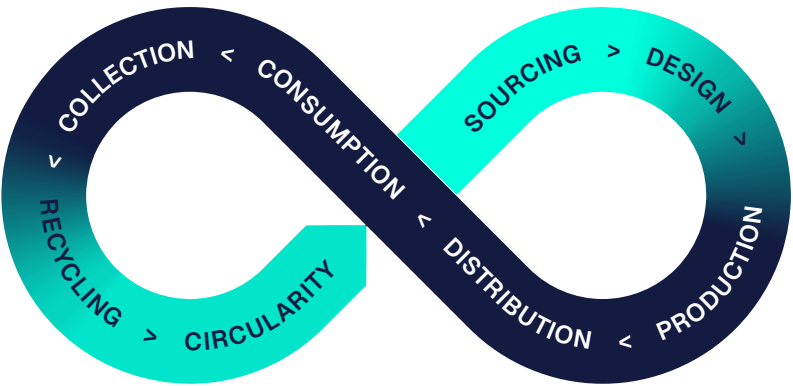
In 2024, the Group delivered efficiency-driven steam generation equipment for a critical carbon capture and underground storage project in the UK & Europe region. We also invested to expand our ability to provide accommodation units and modular solutions for large offshore wind projects globally. In Canada, Centurion supported the production of Liquid Natural Gas (LNG) – a fuel source with a lower associated carbon intensity and continued to provide an integrated carbon credit management service for the country's energy sector.

Internally, we measure and monitor our emissions through a range of measures and are committed to continuously improving our environmental performance.



# The Circular Economy

Our rental model supports the principles of the circular economy by encouraging the shared use of resources while minimizing waste, extending product life cycles, and reducing the environmental impacts of manufacturing and waste disposal.



**With the rental model closely aligned with principles of the circular economy, our offerings provide customers with sustainable, efficient, and cost-effective options over asset ownership.**

The sharing of equipment reduces demand for new production, conserving raw material and energy, with rigorous maintenance and repair further extending the lifespan of rental equipment to prevent premature disposal.

By providing well-maintained, safe, and efficient rental equipment, we reduce our customers' environmental impact and contribute to a more sustainable world.



## Repair & Refurbishment

We prioritize regular maintenance and refurbishment.



## Equipment Utilization

Rentals promote shared access over individual ownership, optimizing the use of each asset.



## Customer

With extensive knowledge of our equipment and services, we can provide advice on the most sustainable options and support our customers to find innovative solutions.



## Extended Life of Equipment

Well maintained parts can be dismantled, and equipment can be reused or sold to secondary markets rather than disposed of.



## Responsible Design & Manufacturing

Using sustainable design and manufacturing principles, alongside specially selected raw materials to deliver high-quality products, minimizing environmental impact.

# Governance

Strong governance is fundamental to Centurion and is enabled by our culture, policies and processes.

A robust governance framework is vital in delivering our sustainability strategy, and we are thorough in applying our governance standards throughout the Group. Responsible and sustainable growth is a priority for our business, underpinned by our relentless commitment to our people, our environment, and our communities. Over the years, Centurion has fostered a culture of transparency and created an environment where all our employees can thrive and take pride in being part of the Group. We conduct our business activities with clear and consistent standards of principled behavior regulated by a rigorous governance and compliance framework.





# Leadership

We recognize that an efficient and robust governance model is critical in driving sustainable, operational, and business excellence at Centurion. Our commitment to effective governance is directed by the Group Board and implemented by our Senior Leadership Team, who lead by example and drive our strategy forward.

**The key aspects and responsibilities of the Board and Senior Leadership Team are:**

- To set the Group’s strategy and ensure the necessary resources and capabilities are in place to deliver our strategic aims and objectives.
- To drive mergers and acquisitions in a responsible, sustainable way, whilst identifying any risks.
- To ensure that all stakeholders are considered in any decision-making.

**The Group Board and Senior Management Team of the Corporate function maintain regular contact with the regional senior management teams by:**

- Visiting teams across Centurion’s five regions to discuss strategic objectives, receive feedback on local markets, and discuss progress against annual targets and plans.
- Performing Quarterly Business Reviews – strategic goals and Group quarterly performance are shared. Regional leadership teams present their quarterly performance, including safety and people statistics, financial results, and operational performance.
- Multi-day Senior Management Team meetings – presentations highlighting annual operational performance, key achievements, and future objectives are delivered by attendees, and global strategy updates are presented. These meetings are key and allow our regional leadership teams to work together to drive our strategy, align goals and make business decisions.



# Business Ethics & Conduct

Centurion maintains a reputation for honesty, integrity, and transparency through our commitment to compliance with the laws and regulations of the countries in which we operate.

**Our Business Ethics and Conduct Policy was reviewed and updated in 2024.**

This policy serves as a foundational document, outlining the principles that guide our expectations when interacting with customers, suppliers, competitors, shareholders, government bodies, and the public. It addresses key areas including Anti-Bribery and Corruption, Conflicts of Interest, Competition, Human Rights & Modern Slavery, and Diversity and Equal Opportunities. The policy requirements are implemented through our compliance function, and is shared externally on our website, and internally via our personnel intranet. The policy is shared with the understanding that our employees, and anyone that works on behalf of Centurion, must comply with the requirements in which it sets out.

As a member of TRACE International, a globally recognized non-profit organization focused on anti-bribery, compliance, and good governance. We take a zero-tolerance approach to any breach of our Business Ethics and Conduct Policy. Working with the TRACE Learning Management System, we continue to monitor the effectiveness of our suite of online training modules, with completion statistics reported to the Centurion Board on a quarterly basis.

We also deliver ‘lunch and learn’ training seminars on various governance-related topics to ensure employees have the opportunity to ask questions relevant to their roles and share challenges that they have encountered in the area of compliance.

99%

Sanctions & Export Control

Training Completion Rate

99%

UK Criminal Finance

Training Completion Rate

98%

Anti-Bribery & Corruption

Training Completion Rate

99%

Conflicts of Interest

Training Completion Rate

# Competition

Competition laws are complex and apply to everyone working within our business. Centurion is committed to complying with all competition-related legislation and winning work through fair and open competition.

# Anti-Bribery & Corruption

Centurion prohibits bribery and corruption in any form. We never offer or accept bribes, nor do we allow third parties to do so on our behalf. In particular, we have zero tolerance for bribery or illicit payments of any kind.

**Anti-bribery laws in some countries differentiate between bribing individuals and government officials, while others apply only to government officials.**

Our compliance procedures cover both and are applied consistently across Centurion, ensuring that the right partners are selected and decisions are made objectively.

Third parties and commercial intermediaries play an important role in helping us conduct our business globally. However, we recognize that these relationships can potentially pose a serious risk to Centurion. Our Policy also applies to these parties, and all high-risk third-party service providers are subject to a rigorous diligence process.

For Centurion, a zero-tolerance to bribery is not just the lawful thing to do, it's the right thing to do. We compete for business fairly, and work with honesty and integrity.

We never offer, promise, give, or accept money or anything of value, to or from third parties, in exchange for an improper business advantage. We must ensure the same levels of integrity from those we engage to act on our behalf.





# Human Rights & Modern Slavery

Treating people with dignity and respect is at the core of our values and culture.

**We respect the rights of every individual and comply with all employment laws in the countries where we operate, while treating the communities in which we work in with respect and fairness.**

We support the principles established under the United Nations Universal Declaration of Human Rights and strive to ensure we do not conduct business, directly or indirectly, with individuals or companies participating in the exploitation of slavery, human trafficking, child labor, or any form of forced labor in our supply chain or any area of our operations.



# Sanctions & Export Control

Centurion moves equipment, services, technology, and information across borders every day.

**We therefore comply with applicable trade, sanctions, and export control regulations.**

Centurion maintains a Sanctions and Export Control Policy and associated procedures which are supported by a strict approval process and online training program for employees.

In 2024, we implemented risk intelligence software that enables Centurion to screen all parties with whom we do business, helping us to ensure the successful identification of any future red flags. We also ensure a clear understanding of end use and end users before mobilizing any equipment or services.



# Whistleblowing

Centurion encourages all employees, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of the organization.

**Our independent Whistleblowing hotline is supported by our Whistleblowing Policy.**

Reports can be made anonymously, making it simple for personnel to make disclosures without fear of retaliation or reprisal. We ensure all reports are fully investigated and that risks are mitigated.





# Environment

At Centurion, we are committed to operating sustainably within the complex, challenging, and remote locations where we work to better serve our stakeholders and create a lasting positive impact.

Our global teams are required to comply with all relevant environmental legislation and conduct operations with the highest regard for the quality of the environment – including water, air, and general land use.

In 2024, we launched our new Environmental Policy Statement, outlining the responsibilities of all employees in relation to the environment and the requirement for all regions to align with ISO 14001:2015 standards. This ensures a systematic approach to environmental management that fosters a strong environmental culture, enables effective monitoring and compliance with regulatory requirements, and drives continuous improvement in our environmental performance.



# Greenhouse Gas Emissions

We measure and monitor our emissions using comprehensive, global emissions management software.

**The use of this software has streamlined our data collection and reporting processes while providing deeper insight into the sources of our emissions, allowing us to identify areas for improvement and implement emission-efficient practices where required.**

Our Greenhouse Gas (GHG) emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, using the latest emissions factors from the countries we operate in. Our Scope 2 emissions are calculated using the market-based method to reflect specific electricity procurement choices.

Our Scope 1 emissions from fuel combustion in vehicles and facilities, and our Scope 2 emissions from purchased electricity are reported below:

FY'24 Measured CO2e Emissions by Scope	tCO2e
Scope 1	7,364.11
Scope 2	3,491.04

As a growing business, we acknowledge that our absolute GHG emissions are likely to rise in line with the increasing scale of our operations. To ensure we continue to reduce our emissions, we monitor and evaluate our emissions intensity factors. This allows us to make comparisons across our locations and evaluate which parts of the business generate the type of low emissions growth we aim for.

GHG emissions and intensities are reported to the Centurion Board every quarter. The wider Group is informed on our emissions performance in Town Halls and during Quarterly Business Reviews. In 2024, we launched two mandatory ESG training courses for all employees, featuring an introduction to emissions to raise awareness and deepen understanding of the subject.

## Case Study

**Trido Energy Services**, an expert provider of sustainable and innovative solar-powered production equipment and part of Centurion’s Canada region, completed the installation and financing of a Vapor Recovery Unit (VRU) at an Alberta-based facility. This eliminates methane emissions and tank venting with no capital costs for the producer.

The newly installed VRU is expected to reduce emissions by 8,000 m³ per month, with the recovered gas and associated liquids compressed into the facility’s gas processing system and directed to the sales line – equivalent to removing over 300 vehicles from the road annually.

The operation was financed via Trido’s carbon credit finance program. After reaching the pay-out milestone, the producer will benefit from emission reductions while also generating a significant revenue stream through carbon credits.



# Energy

Our processes and operations are reliant on energy usage. The main sources of energy used across Centurion’s operations are from fuel for our fleet, equipment and facilities, and purchased electricity.

**We actively measure and monitor energy use across our facilities to understand our consumption patterns and identify areas for improvement.**

We apply energy management practices across our facilities and continue to explore options to improve our operational efficiency, increase the sourcing of renewable energy and self-generated electricity. In 2024, 13% of electricity purchased came from renewable electricity sources.

## % Energy Use

Source Category	Gigajoule	%
Mobile Combustion	102,045.35	67%
Purchased & Used Electricity	31,506.50	21%
Stationary Combustion	17,757.83	12%
<b>Total</b>	<b>151,309.68</b>	<b>100%</b>

## Case Study

**When vehicles were due for renewal, Centurion’s Middle East & North Africa region chose to replace internal combustion engine cars with electric cars to reduce emissions associated with business travel.**

This initiative supports our broader commitment to reducing our carbon emissions and promoting environmentally-friendly practices across our operations.



# Waste

We understand that effective waste management plays an essential part in minimizing the environmental impact of our activities.

**Centurion’s regional teams are responsible for managing their waste and ensuring compliance with all applicable legislation.**

The waste hierarchy is followed in our facilities, and we measure and monitor waste quantities, types, and disposal methods through our emissions management software.

This allows us to analyze waste streams, identify areas for improvement, and contribute to our Scope 3 emissions calculations.

In our manufacturing facilities, we aim to optimize the use of raw materials without compromising on product functionality or safety. This approach enables us to deliver high-performing, reliable products while minimizing our environmental impact.

## Case Study

**The Centurion UK team consolidated its waste management service providers in 2024.**

Moving to a standardized contractor ensures uniform waste management procedures across our multiple sites and has led to a more streamlined approach to collections. This standardization has also enabled centralized data collection and analysis, allowing for simplified reporting and tracking of waste.





# Water & Effluent

Centurion’s water usage arises from various essential activities, including domestic use, cooling and washing of equipment, manufacturing processes, and testing within our facilities.

**We measure and monitor both water consumption and waste discharge volumes.**

This allows us to identify where efficiencies can be made, and sustainable practices implemented.

Water and wastewater treatment is one of our key offerings across our global operations. Our products and services contribute to sustainable water management by ensuring that:

- Water can be kept in circulation for longer.
- When we dispose of water, it is done in an environmentally friendly manner.

Our range of specialist products and services for water and wastewater treatment systems supports our clients to reduce water waste and improve operational efficiency.

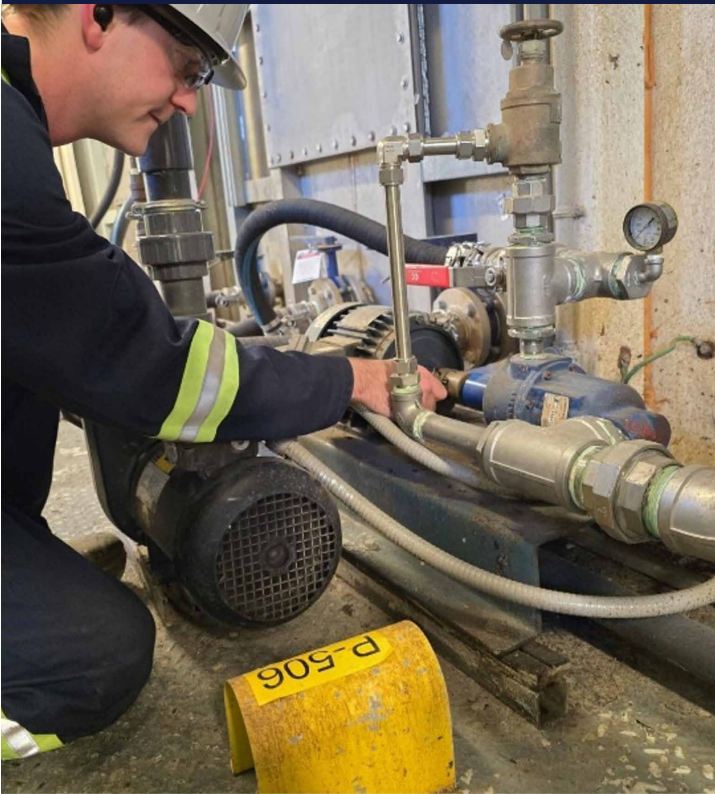
With our turnkey water treatment solutions improving water quality to a potable level, we enable the reuse of sparsely available water in remote locations.

## Case Study

**Centurion’s High Flow Water and Wastewater Treatment team in Canada successfully treated and discharged over 400 million liters of wastewater between 2023 and 2024.**

This milestone was achieved through the combined use of innovative biological, chemical, and physical processes that allow for the highly efficient removal of harmful substances and contaminants from a diverse range of wastewater – including domestic sewage as well as processed and surface wastewaters. The water then undergoes a meticulous treatment process, ensuring the discharged water returns to the environment in its purest form.

The treatment of this significant volume of water over the past two years has been made possible by Centurion’s dedicated and highly skilled operators, who work to continuously improve processes that advance our operational and environmental goals.





# Social

Centurion's success is thanks to the hard work and commitment of our talented people.

We recognize the vital contributions our employees make to the business and are committed to maintaining our excellent safety record and rewarding our people.

Working with a range of critical industries across more than 60 countries, it is the expertise of our people that sets Centurion apart from our competitors. As such, we continue to invest in training and development opportunities for our people, recognizing the value their skills bring to our customers.



# Occupational Health & Safety

The safety of our people is crucial to our business philosophy, successful performance, and maintaining a positive reputation with our stakeholders.

**Occupational Health and Safety (OHS) remains a top priority for Centurion.**

Ensuring a safe environment is not just essential, but integral to our operations. Through our OHS Policy, we hold ourselves to the highest standards and are dedicated to continually improving our performance. We strongly believe in continuous improvement and actively seek feedback to enhance our health and safety practices. Lessons learned are shared throughout our organization, and HSEQ-related information is reported to the Centurion Board quarterly. Health and safety statistics are regularly published and discussed with management teams and employees worldwide.

While Centurion’s CEO has ultimate accountability for HSEQ results, the day-to-day responsibility lies with regional management who are supported by their dedicated HSEQ teams. Strong leadership commitment plays a fundamental role in strengthening our health and safety performance. Our leadership teams uphold this commitment by fostering a culture where employees are empowered to speak up and take responsibility for their own safety, as well as the safety of others. Health and safety awareness is built into the training of all personnel, including contractors, with training tailored to individual roles based on associated risks and job responsibilities.

Our Integrated Management Systems (IMS) further embed health and safety considerations into our core business processes and align with international standards, such as ISO45001:2015.

**HSEQ DATA 2024**

Total hours worked	5,954,970	Lost Time Incidents (LTI)	0
Total KMs driven	15,500,185	Serious Car Events (SCE)	1

## Health & Safety Initiatives

Centurion’s global teams are actively engaged in health and safety initiatives aimed at promoting a culture of safety and incident prevention.

**Key Safety Initiatives in 2024:**

- US: Over 7 Years since last LTI.
- Asia Pacific: Implementation of **Safety Champion** software in Australia.
- **Middle East & North Africa and H2M Offshore Accommodations:** Achieved Level 3 **Safety Culture Ladder** certification.
- Middle East & North Africa: **“Beat the Heat”** summer safety initiative launched for yard workforce, emphasizing importance of hydration, regular breaks, and looking out for each other during the extreme heat.

**Safety in Action:**

- Employee from Centurion’s UK & Europe region received safety award for reporting a potential dropped object, leading to the implementation of new safety mitigations.
- Customer safety recognition received by Centurion employee in Asia Pacific region for identifying and reporting a damaged component in critical subsea equipment, preventing a potentially serious incident.
- Centurion employee in the US was presented with a safety award from key customer for using “Stop Work Authority” to shut down potentially unsafe operations, prioritizing safety over expediency by ensuring proper protocols and necessary safeguards were in place.

# Hazard Identification & Risk Management

We conduct risk assessments for our operations to protect our workers from harm.

**Risk mitigation is embedded in every stage of our day-to-day operations, from project planning and task-based assessments to dynamic, on-the-job risk assessments.**

Risk assessments can range from those related to specific actions, such as manual handling and lifting operations, to driving and journey management. We also conduct risk assessments for bigger projects, such as operating in an unfamiliar country.



# Training & Development

We provide training and development opportunities to help our people grow and succeed.

**We recognize that Centurion’s success is driven by the hard work of our people. We seek to actively engage our people in Centurion’s vision to deliver long-term value to our stakeholders.**

The training, competency, and development of our people are critical to achieving our ambitions. Investing in our people drives organizational success and equips our leaders with knowledge and skills to lead effectively and guide their teams towards achieving the Group’s ambitions.

**Training & Development in Action:**

- Centurion’s UK & Europe apprenticeship scheme continues to grow. This collaborative initiative across all Aberdeen-based business lines supports our drive to “grow our own” talent, while bringing fresh perspectives and new ideas into Centurion.
- Centurion’s Middle East & North Africa region enrolled employees in a comprehensive three-month leadership training program, providing bespoke instruction across a diverse range of topics to strengthen their leadership skills.
- As part of our commitment to nurturing talent and providing young adults with career paths, Centurion’s Canada team welcomed their summer intern back for his second consecutive placement at our regional head office in Nanton, Alberta.

# Health & Wellbeing

Centurion is committed to providing a healthy and safe working environment.

**We strive to protect our employees and anyone working on our sites or under our care. We are determined to go further to create positive working conditions that support the overall wellbeing of our people.**

**Health in Action:**

- Global employees participated in the second installment of the Centurion Warriors Fitness Challenge, a Group-wide health and wellbeing initiative that saw employees go head-to-head in a competition to encourage healthy habits and put their fitness first. A cumulative ~80 million steps were taken by challenge participants.
- Centurion’s Asia Pacific team in Australia promoted the crucial topic of mental health by supporting R U OK Day, with a toolbox session delivered to staff outlining the signs of poor mental health and how to support someone who may be struggling.
- Centurion’s Water & Wastewater Solutions team in Australia introduced ‘Pre-start on the Move’, an initiative in which one pre-start meeting per month is dedicated to physical wellbeing to help mitigate future safety incidents, keep personnel safe, and make employee wellbeing a priority.





# Diversity & Equal Opportunities

At Centurion, we value our people as our greatest asset. Their knowledge and experience are essential in understanding and addressing the challenges within the communities we serve.

**We take pride in being a culturally diverse business committed to providing equal opportunities to all employees and prospective employees.**

Our approach to diversity and equal opportunity is embedded in our recruitment, selection, training, development, remuneration, and benefits processes. We continuously monitor our compliance with global HR policies on human rights, equal opportunities, inclusion and diversity, anti-slavery, and human trafficking.

Our metrics are aligned with GRI standards and are reviewed by our Board to ensure they remain adequate.

## Case Study

**Female representation in Centurion's MENA workforce increased by 48% in 2024, driven by a renewed strategic focus on inclusion and diversity. Female team members hold key positions in engineering, finance, logistics, HR and more.**





# Supporting Our Communities

At Centurion, we understand that we play an integral role in the societies and communities in which we operate, and we are committed to contributing positively.

**Our values of building trust and respect with our local partners are integral to our culture and supported through the many engagement activities we carry out across the globe.**

We actively empower and encourage our employees to engage with our communities.

As we expand our global footprint and continue to diversify our portfolio, 2025 will be another year in which we strive to make a positive impact in the communities where we operate.



## Case Studies

- Centurion's US team supported their local communities in Texas battling severe storms. With the personal property of many of Centurion employees suffering severe destruction, the team provided a variety of key equipment to support recovery and rebuilding efforts to those in need. Employees also provided much-needed assistance to other fellow team members, helping clean up in the aftermath of the storm.
- Centurion's team in Canada supported Back-to-School Expo hosted by a key First Nation stakeholder group. Alongside 15 other local businesses, the Centurion team worked together to purchase school supplies and pack them into 300 backpacks for local children.
- Centurion's UK & Europe business lines in Aberdeen held a month-long donation drive for Cyrenians – a local charity and social care services provider supporting the most vulnerable and socially excluded people across the North East of Scotland. Non-perishable food items, clothing, toiletries, and other everyday essentials were donated, making a vital and meaningful difference to the lives of those that rely on the goods and services provided by the charity. The teams also took on a daring Abseil Challenge to raise funds for the charity, descending the 131-foot drop of Aberdeen's Northern Lights Tower.
- Centurion Accommodation and Modular (AU) hosted a blood donation campaign in support of the region's ongoing need for blood in local medical facilities. Employees attended the Australian Red Cross Lifeblood office in Dubbo, Australia, where several team members donated blood and plasma to support the organization's lifesaving work.
- Centurion's Corporate team in Aberdeen volunteered with Camphill School, an organization that transforms the lives of vulnerable children and young people with learning disabilities and complex additional support needs. They volunteered their time to support the school's therapy animals by stacking wood and tidying the feed stores and barn.



# Appendix

GRI Context Index 2024

ESG Data: Environment, Social & Governance



# GRI Context Index 2024

Description		Response
GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	Legal Name: Centurion Group Limited Ownership and legal form: Centurion Group is a private equity backed company. Location of headquarters: Unit 6, Kirkhill Commercial Park, Dyce Avenue, Aberdeen AB21 0LQ Countries of operations: Detailed on page 8
2-2	Entities included in the organization’s sustainability reporting	64
2-3	Reporting period, frequency and contact point	Sustainability Reporting Period: 1 January 2024 to 31 December 2024 Reporting frequency: Annually Financial Reporting Period: 1 January 2024 to 31 December 2024 Report Publication Date: September 2025 Contact for questions about the report: <a href="https://centuriongroup.co.uk/contact">https://centuriongroup.co.uk/contact</a>
2-4	Restatements of information	Does not apply.
2-5	External assurance	External assurance not yet been sought.
2-6	Activities, value chain and other business relationships	Detailed on page 9
2-7	Employees	Appendix 2 (Social) - ESG Data 2024
2-9	Governance structure and composition	Page 18 and <a href="https://centuriongroup.co.uk/board">https://centuriongroup.co.uk/board</a>
2-15	Conflicts of Interest	Our approach to Conflicts of Interest is set out in our Conflicts of Interest Policy, available at: <a href="https://centuriongroup.co.uk/policies">https://centuriongroup.co.uk/policies</a>
2-22	Statement on sustainable development strategy	Page 16
2-23	Policy commitments	Our policy commitments for responsible business conduct are set out in our Business Ethics and Conduct Policy, available at: <a href="https://centuriongroup.co.uk/policies">https://centuriongroup.co.uk/policies</a>
2-24	Embedding policy commitments	Policy commitments are approved and endorsed by senior management and communicated to all workers.
2-26	Mechanisms for seeking advice and raising concerns	Page 23

Description		Response
2-27	Compliance with laws and regulations	In 2024, there were no significant instances of non-compliance with laws and regulations.
2-29	Approach to stakeholder engagement	We have identified five key stakeholder groups: Our Customers, Our People, Our Investors, Our Suppliers, Our Communities. We engage with our stakeholders through multiple channels including regular meetings, Town Halls, and customer feedback surveys. These engagements help us align our sustainability efforts with stakeholder priorities and continuously improve our ESG performance.
2-30	Collective bargaining agreements	Centurion employees have the right to join or form trade unions of their own choosing and to bargain collectively.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	The materiality assessment is a crucial part of Centurion's ESG planning and reporting as it enables us to track our progress and review the topics most material to both our internal and external stakeholders. Material topics have been reviewed to ensure continued relevance as business and stakeholder expectations evolve.
3-2	List of material topics	Matrial topics are included in the report and have been listed below.
3-3	Management of material topics	Information in relation to each material topic is reported within the contents of the report and in the Appendix.
GRI 201: Economic Performance 2016		
3-3	Management of material topics	The materiality assessment is a crucial part of Centurion's ESG planning and reporting as it enables us to track our progress and review the topics most material to both our internal and external stakeholders. Material topics have been reviewed to ensure continued relevance as business and stakeholder expectations evolve.
201-2	Financial implications and other risks and opportunities due to climate change	Risks and opportunites related to climate change are regularly reviewed and addressed through the Group Risk Register and Climate-Related Financial Disclosures, reported in the Annual Report.
GRI 205: Anti-corruption		
3-3	Management of material topics	Centurion prohibits bribery and corruption in any form. Our Business Ethics and Conduct Policy, which can be viewed on our website - <a href="https://centuriongroup.co.uk/policies">https://centuriongroup.co.uk/policies</a> - details our zero-tolerance approach to bribery, ensuring we compete for business fairly and work with honesty and integrity. See page 13 for further information.
205-1	Operations assessed for risks related to corruption	Completed as part of risk planning for entry to new markets.
205-2	Communication and training about anti-corruption policies and procedures	Page 21
205-3	Confirmed incidents of corruption and actions taken	Appendix 2 - ESG Data
GRI 206: Anti-competitive behavior 2016		
3-3	Management of material topics	Centurion is committed to complying with all competition related legislation. See our Business Ethics and Conduct Policy - <a href="https://centuriongroup.co.uk/policies">https://centuriongroup.co.uk/policies</a>
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Appendix 2 - ESG Data
GRI 302: Energy 2016		
3-3	Management of material topics	Topic considered material as our processes and operations rely on energy. See page 13 for further information.
302-1	Energy consumption within the organisation	Appendix 2 - ESG Data 2024
302-2	Energy consumption outside the organisation	Energy consumption from Scope 3 emissions categories 3, 5 and 6 are included in emissions reporting.
302-3	Energy Intensity	Currently not calculated.
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	Responsible water management is essential for mitigating environmental risk, preserving natural resources and safeguarding the local communities we operate in. See page 13 for further information.
303-1	Interactions with water as a shared resource	Water usage in our operations arises from activities including domestic use, cooling and washing of equipment, manufacturing, and testing.
303-2	Management of water discharge-related impacts	Not currently measured.
303-3	Water withdrawal	Not currently measured.
303-4	Water discharge	Not currently measured in all regions.
303-5	Water consumption	Appendix 2 - ESG Data 2024

Description		Response
GRI 305: GHG Emissions 2016		
3-3	Management of material topics	With increasing regulatory requirements on carbon emissions and demand for low-emission solutions, managing our emissions is vital to ensure we meet compliance requirements and improve efficiency.
305-1	Direct (Scope 1) GHG Emissions	Scope 1 GHG emissions are detailed on page 25 and in Appendix 2 - ESG Data
305-2	Energy Indirect (Scope 2) GHG Emissions	Scope 2 GHG emissions are reported using the market-based method. Details on page 25 and in Appendix 2 - ESG Data
305-3	Other indirect (Scope 3) GHG Emissions	Scope 3 GHG emissions are detailed on page 25 and in Appendix 2 - ESG Data
305-4	GHG emissions intensity	Reported in Annual Report.
305-5	Reduction of GHG emissions	Targets not yet set.
305-6	Emissions of ozone-depleting substances	Fugitive emissions from refrigerant gases are included in Scope 1 emissions.
GRI 306: Waste 2020		
3-3	Management of material topics	Waste generation and management can have significant environmental implications. We understand that effective waste management is essential to minimize the impact of our activities on the environment.
306-1	Waste generation and significant waste-related impacts	Waste generated is recorded in our global emissions management software as part of our Scope 3 emissions. Reporting currently includes estimated data in some locations due to limited granular data available.
306-2	Management of significant waste-related impacts	Centurion manages its waste streams following the waste management hierarchy with the elimination of the stream as the top priority and disposal without any beneficial use as the bottom priority. Waste generated is disposed of by third parties in accordance with local legal and regulatory requirements.
306-3	Waste generated	Appendix 2 - ESG Data 2024
306-4	Waste diverted from disposal	Appendix 2 - ESG Data 2024
306-5	Waste directed to disposal	Appendix 2 - ESG Data 2024
GRI 401: Employment 2016		
3-3	Management of material topics	Our people contribute directly to our success, we are committed to fostering a positive working environment and ensure compliance with legislation in the countries we work in.
401-1	New employee hires and employee turnover	Appendix 2 - ESG Data 2024
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Managed at regional level, global report not currently available.
401-3	Parental Leave	Not currently measured.
11.10.5	Minimum notice periods regarding operational changes	We strive to have open communication and provide the maximum possible notice to affected employees. Local employment law is followed.
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	Occupational health and safety is a top priority for Centurion. Our Health, Safety, Environment and Quality (HSEQ) Policy supports our commitment to continual improvement. Details of our efforts are shared in this report. - <a href="https://centuriongroup.co.uk/policies">https://centuriongroup.co.uk/policies</a>
403-1	Occupational health and safety management system	Our Integrated Management Systems have been developed following relevant international standards, such as ISO 45001. They cover direct activities occurring in our facilities and within our operational control. Refer to page 30 for further details.
403-2	Hazard identification, risk assessment, and incident investigation	Page 31
403-3	Occupational health services	Page 30
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 30
403-5	Worker training on occupational health and safety	Reporting conducted at regional level, global report not currently available.
403-6	Promotion of worker health	Centurion is committed to ensuring we provide a healthy and safe working environment. We strive to protect our employees and anyone working on our sites or under our care. Refer to page 32 for further details.



Description		Response
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 31
403-8	Workers covered by an occupational health and safety management system	Page 30
403-9	Work-related injuries	Appendix 2 – ESG Data 2024
403-10	Work-related ill health	Appendix 2 – ESG Data 2024
GRI 404: Training and Education 2016		
3-3	Management of material topics	The training, competency and development of our people is critical to achieving our ambitions. For more information see page 31
404-1	Average hours of training per year per employee	Reporting conducted at regional level, global report not currently available.
404-2	Programs for upgrading employee skills and transition assistance programmes	Page 31
GRI 405: Diversity and equal opportunity 2016		
3-3	Management of material topics	We continue to promote diversity across our workforce, social data is reported on a quarterly basis to senior management. See report page 13 for further information.
405-1	Diversity of governance bodies and employees	Diversity is closely monitored and reported to senior management on a quarterly basis.
405-2	Ratio of basic salary and remuneration of women to men	Not currently measured.
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	We promote a culturally diverse workforce and are committed to providing equal opportunities to employees and prospective employees. Our approach to Diversity & Equal opportunities is detailed in our Business Ethics and Conduct Policy.
406-1	Incidents of discrimination and corrective actions taken	Appendix 2 – ESG Data 2024
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	Centurion employees have the right to join or form trade unions of their own choosing and to bargain collectively.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Where applicable, local legislation is followed.
GRI 409: Forced or Compulsory Labour 2016		
3-3	Management of material topics	Treating people with dignity and respect is at the core of our values and culture, our approach to this topic is set out in the Centurion Group Modern Slavery and Human Trafficking Statement – <a href="https://centuriongroup.co.uk/policies">https://centuriongroup.co.uk/policies</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Centurion takes reasonable measures in line with the risk of forced and compulsory labour in our industry: As part of our supplier onboarding process, our suppliers are required to sign our Modern Slavery and Human Trafficking Statement as well as the Group Business Ethics & Conduct Policy, which also addresses the company’s stance on human rights. Additionally, In 2024, Centurion implemented Diligent Risk Intelligence Data Solution, a third-party software enhancing our supplier and customer onboarding. All Centurion suppliers and customers are being continually monitored against global government sanctions, embargos, watch lists, human rights, and ESG risk lists, meaning any new or emerging risks are flagged in real time.
GRI 413: Local communities 2016		
3-3	Management of material topics	We are committed to playing a positive role in the local communities in which we we operate through employment, local procurement, and engagement. We demonstrate this commitment through our various community involvement activites across the globe, see page 34.
413-1	Operations with local community engagement, impact assessments, and development programs	Not currently measured.
413-2	Operations with significant actual and potential negative impacts on local communities	Actual and potential negative impacts are assessed at Regional Level.

# ESG Data: Social

Disclosure	Performance Indicators	Unit	2022 (Continuing operations)	2023 <sup>‡</sup> (Continuing operations)	2024 <sup>‡</sup> (Continuing operations)
	<b>People</b>				
	Man-hours				
	Total worked man-hours	million	3,818,027	5,305,350	5,954,970
<b>GRI 403</b>	<b>Accident Prevention and Safety</b>				
	Total Recordable Injuries (TRI)	No.	5	4	4
	Total Recordable Injury Rate (TRIR) (Total recordable injuries per 200,000 hours worked)	Ratio	0.26	0.15	0.13
	Lost Time Injuries (LTI)	No.	4	3	0
	Lost Time Injury Frequency (LTIF) (Lost time injuries per 200,000 hours worked)	Ratio	0.21	0.11	0
	No. of Fatalities	No.	0	0	0
	Restricted Work Day Cases (RWDC)	No.	1	1	4
	Medical Treatment Cases (MTC)	No.	13	1	7
<b>GRI 2-7</b>	<b>Employees</b>				
	<b>Total No. of Staff Employees</b>	<b>No.</b>	<b>1,467</b>	<b>1,635</b>	<b>1,687</b>
	Male/ Female	No.	1275/192	1411/218	1458/229
	<b>No. of Employees by Region and Gender</b>				
	<b>APAC</b>	<b>No.</b>	<b>80</b>	<b>115</b>	<b>149</b>
	- Male/ Female	No.	66/14	100/15	123/26
	<b>CRS</b>	<b>No.</b>	<b>173</b>	<b>216</b>	<b>204</b>
	- Male/Female	No.	151/22	187/29	180/24
	<b>MENA</b>	<b>No.</b>	<b>436</b>	<b>489</b>	<b>571</b>
	- Male/Female	No.	420/16	459/30	525/46
	<b>UKE</b>	<b>No.</b>	<b>361</b>	<b>391</b>	<b>384</b>
	- Male/Female	No.	287/74	309/82	306/78
	<b>US</b>	<b>No.</b>	<b>417</b>	<b>424</b>	<b>379</b>
	- Male/ Female	No.	351/66	362/62	324/55
<b>405-1</b>	<b>Total Employees by age group (%)</b>				
	16-19	%	2%	1%	1%
	20-24	%	6%	7%	6%

Disclosure	Performance Indicators	Unit	2022 (Continuing operations)	2023 <sup>‡</sup> (Continuing operations)	2024 <sup>‡</sup> (Continuing operations)
	25-34	%	24%	24%	25%
	35-44	%	37%	34%	33%
	45-54	%	21%	23%	23%
	55-64	%	10%	9%	10%
	65+	%	1%	2%	2%
405-1	Total managerial employees and gender breakdown				
	Male	no / %	14/77.7%	14/70%	14/70%
	Female	no / %	4/22.3%	6/30%	6/30%
401-1	Total New Hires Regional Breakdown				
	Total New Hires	No.	641	627	529
	- APAC	%	6%	7%	12%
	- CRS	%	22%	23%	23%
	- MENA	%	4%	15%	13%
	- UKE	%	18%	22%	25%
	- US	%	51%	33%	28%
	Total New Hires Gender Breakdown				
	Male/Female	%	87%/13%	84%/16%	84%/16%
	Turnover Rate By Region				
	- APAC	%	42%	37%	35%
	- CRS	%	Split not available	55%	29%
	- MENA	%	3%	8%	8%
	- UKE	%	31%	27%	28%
	- US	%	67%	46%	35%
	Total security incidents				
	Centurion Group Total				
	- APAC	No.	0	0	0
	- CRS	No.	0	0	0
	- MENA	No.	0	0	0
	- UKE	No.	0	0	0
	- US	No.	1	0	0
	Charitable giving				
	Centurion Group Total	US\$	126,388	215,992	169,530
	- APAC	US\$	NIL	5,354	3,856
	- CRS	US\$	22,910	56,570	23,890
	- MENA	US\$	NIL	NIL	NIL
	- UKE	US\$	6,945	52,966	31,759
	- US	US\$	96,534	101,103	110,025
	Total incidents of discrimination and corrective actions taken	No.	0	0	0

# ESG Data: Governance

Performance Indicators/ Disclosure	Unit	2022 (Continuing operations)	2023 <sup>‡</sup> (Continuing operations)	2024 <sup>‡</sup> (Continuing operations)
Ethical Business Practice				
Anti-Corruption				
Total employees leadership team members trained in Centurion's anti-corruption policies and procedures				
Leadership Team	%	100%	100%	100%
Employees	%	97%	98%	98%
Employees trained in Centurions's anti-corruption policies and procedures by region				
Regions				
- APAC	%	99%	72%	93%
- CRS		not available	95%	100%
- MENA	%	100%	90%	95%
- UKE	%	100%	99%	98%
- USRS	%	85%	87%	100%
Confirmed incidents of corruption and actions taken	No.	0	0	0
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No.	not available	0	0



# ESG Data: Environment

Performance Indicators/ Disclosure	Unit	2022 (Continuing operations)	2023 <sup>‡</sup> (Continuing operations)	2024 <sup>‡</sup> (Continuing operations)
GHG Emissions				
Total Scope 1 Emissions (direct from owned or controlled sources)	tCO2e	6,168.23	7,226.88	7,364.11
Total Scope 2 Emissions (indirect from purchased energy) Market Based Emissions Factors	tCO2e	3,140.84	3,445.96	3,491.04
Total Scope 3 Emissions (business travel, waste, and water - not supply chain)	tCO2e	3,448.59	4,810.26	4,713.80
Total Biogenic Emissions	tCO2e	3.50	18.49	20.85
Total Outside of Scopes	tCO2e	Data not available	479.08	32.30
Total GHG Emissions	tCO2e	12,761.16	15,980.67	15,622.10
Energy Use				
Total direct and indirect energy consumption				
- Direct/ Fuel	GJ	91,737.75	103,711.72	119,803.18
- Indirect / Electricity	GJ	25,480.82	30,954.19	31,506.45
Direct energy (fuel) by primary source/ Fuel Consumption from non-renewable sources				
- Natural Gas	GJ	8,473.06	11,540.17	12,886.79
- Liquefied Petroleum Gas	GJ	38.72	n/a	n/a
- Kerosene	GJ	540.94	558.91	701.12
- Petrol / Gasoline	GJ	1,811.38	3,378.24	5,770.73
- Diesel	GJ	80,588.69	86,449.53	98,813.79
- Heating Oil	GJ	N/A	760.42	927.18
- Propane	GJ	284.96	1,024.45	703.57

Performance Indicators/ Disclosure	Unit	2022 (Continuing operations)	2023 <sup>‡</sup> (Continuing operations)	2024 <sup>‡</sup> (Continuing operations)
Total Electricity Consumption (Renewable / Non-renewable)				
- Electricity Consumption Non-renewable	GJ	23,628.39	26,728.05	27,565.25
- Electricity Consumption Renewable	GJ	1,852.42	4,226.14	3,941.20
- Electricity from renewable sources (percent of total purchased)	%	7%	14%	13%
- Self Generated Electricity	GJ	118.08	132.86	146.8
Waste				
Total hazardous and non hazardous waste generated				
- Hazardous	tonnes	163.16	94.56	99.14
- Non Hazardous	tonnes	2,943.02	4,138.60	3431.75
Total regulated hazardous waste quantities by disposal method				
- Incineration or used as fuel	tonnes	6.28	7.53	14.24
- Recycling	tonnes	110.99	74.73	77.38
- Landfill	tonnes	45.89	12.30	7.52
Total regulated non-hazardous waste quantities by disposal method				
- Incineration or used as fuel	tonnes	31.76	79.58	112.16
- Recycling	tonnes	537.55	650.02	520.42
- Landfill	tonnes	2,373.42	3,408.75	2,798.88
- Composting	tonnes	0.29	0.25	0.27
Total recycled waste				
Total recycled	tonnes	648.54	724.74	597.8
% recycled	tonnes	21%	17%	17%
Water				
Total water consumption	m3	31,526	50,504	42,349
Environmental Compliance				
Non Compliance with environmental laws and regulations				
- Incidents	no.	NIL	NIL	NIL
- Non-monetry sanctions (number)	no.	NIL	NIL	NIL
- Monetary value of significant fines (£ pounds sterling)	no.	NIL	NIL	NIL