



Annual Sustainability Report

April 2021 – March 2022

Wood Thilsted Partners

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1. MESSAGE FROM THE CEO ALASTAIR MUIR WOOD

Sustainability is an essential component of WT's mission to create a cleaner, greener future for all. Our core values reflect our ambition to make the world a better place to live. WT is proud to operate in the renewable energy space where we help our clients deliver the world's largest offshore wind farms more efficiently and at lower cost, and already made progression significantly. This sustainability report aims to capture WT's impact within our environmental, social and governance dimensions during the reporting period.

WT is committed to reducing its own direct impact on the environment and to challenge clients to also reduce theirs. When required to travel for business WT challenge staff to consider the environmental impact and to make a greener choice.

WT also recognises our responsibility to engage on social issues. We prioritise the safety and well-being of our employees, particularly in the challenging times over the last 2 years where all our lives have been disrupted in some way by the COVID-19 pandemic. WT has developed a strong internal focus on mental health and well-being. We now have regular updates during our monthly staff calls and have built a strong, inclusive support network for those in need.

Finally, on behalf of the company I am proud to sign the United Nations Global Compact (UNGC). As part of the UNGC WT is committed to incorporating the Ten Principles related to human rights, labour, environment, and anti-corruption into our overarching strategy to establish a culture of integrity and respect. WT is also committed to the UN's broader mission including the Sustainable Development Goals to lead fundamental and impactful change in the world we live.

“ Our vision is to design the global transition to clean energy ”

“ By using smart engineering, we optimise our design. This reduces the carbon content and further supports the transition to offshore wind ”



1. Executive Summary

We design faster, smarter and leaner to deliver generation capacity across the globe, paving the way for a carbon free future. WT's clients can maximise the opportunity to reduce the embedded carbon content in making their wind farms through: designing something lighter; and designing something easier to fabricate.

Faster, smarter, leaner

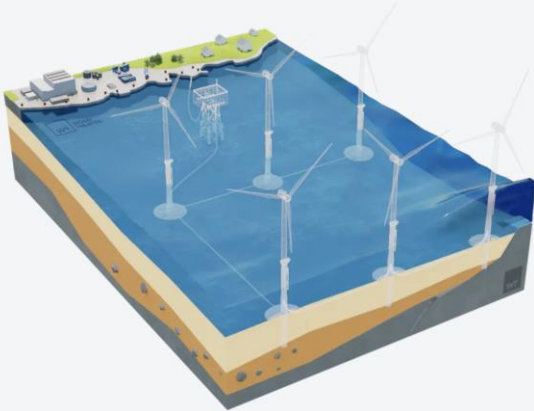
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Reduction through design

Because our designs use less steel, we spend less time responding to installation challenges and subsequently emit less carbon in fabrication than our competitors.

Persistent improvement

With the strength in our designs helping to propel us into a more carbon neutral world, it cannot stop there. We emit carbon in our daily work, so we are measuring this, minimising it, and heading for net-zero.



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Our Sustainability Journey

- ✓ **Monitoring of environmental impacts**
17 months of monitoring now complete
- ✓ **Achieve ISO 14001**
Certification process underway Audits April and June 2022
- ✓ **Carbon reporting**
Include Carbon Reporting in all our output, drawings, concept and FEED reports, MTO reporting.
- ✓ **Decarbonisation challenge**
Engage Steel Value Chain on decarbonisation challenge
- ✓ **6-monthly reporting of impacts**
2 reports completed and issued
- ✓ **Release WT Sustainability Charter**
Charter in draft
- ✓ **Undertake Materiality assessment**
Sign up to Science Based Targets (carbon) and SBT (nature).
- ✓ **Into the future**
Strategic Action Plan being drafted for implementation during 2022 and beyond.



2. INTRODUCTION

2.1. About us

Wood Thilsted was founded by Christian Le Blanc Thilsted in November 2015. He was joined shortly afterwards in January 2016 by Alastair Muir Wood. They aimed to establish up a company that reflected many of the principals they had come to value in their previous experience.

These included:

- Providing high value, smart and exciting engineering solutions.
- Developing and implementing new methods of applying engineering solutions.
- Being recognised as a technical leader within our industries.
- Working as an international company with a disregard for national boundaries.
- Ensuring a spirit of fun, and enjoyment of the employees.

WT specialises in the structural, geotechnical and climate analytical engineering of offshore wind farm development from project exploration through to project operation. WT has grown organically – progressively expanding the company's technical service offering into new areas, growing the international footprint, and widening the client base. Currently employing a 160+ strong team of engineers, project managers and technical specialists. Our team are leaders in their fields, working together to create innovative and efficient solutions for our clients. Collectively, we have already supported the delivery of over 8GW of green energy projects across 4 continents.

2.2. What we stand for

The company aim defines our core idea. It is what we do:

“Designing the Global Energy Transition”

By 2026 WT wants to be the leading provider of global technical consultancy in support of offshore wind and other marine renewable energy sources. We want to increase our solution breadth, global reach and number of clients – whilst maintaining our core technical excellence and progressively reducing the carbon content. We will focus on consultancy services where we can make a difference - solving technical problems to design the global energy transition.

WT is committed to promoting sustainable development and protection of the environment. Sustainability is important for improving both the performance of WT and engineering in general. Internally, WT strives to reduce the direct impact of the provision of our services on the environment. Externally, WT is committed to working with our clients and contractors to reduce the indirect environmental impact of our engineering solutions. In the long term, we seek to make the existence of Wood Thilsted positive for global sustainability, both in terms of carbon, biodiversity and social equality. We are striving to be 'net-positive'.

“We are proud to be designing the global energy transition, but it doesn't stop there. Our commitment to sustainability means we're determined to make our design output biodiversity positive., reduce our overall impact as a business and to decarbonise where possible in the race towards net zero”
- Danny Bonnett, Head of Structures

2.3. About the report

As a signatory to the UN Global Compact, we are reporting our sustainability performance for the April 2021 - March 2022 period. We see it as the right platform for communicating progress against our sustainability targets to our wide range of stakeholders.

This report sets out our approach to sustainability, and how we deliver clean and reliable offshore wind projects while meeting the highest environmental, social and governance standards. We discuss our activities during the reporting period, reflect on performance and outline our goals to achieve our aim of designing the global energy transition.

The objectives of this sustainability report are to:

- Provide an overview of our approach to sustainability.
- Discuss our contribution to the UN sustainable development goals.
- Present how our values align with the principles of human rights, labour, environment and anti-corruption.
- Present the results of WT's Environmental Impact Assessment.
- Identify areas for improvement and further development.

2.4. Constraints and limitations

This sustainability report covers the period commencing April 2021 to March 2022. WT note that some of this reporting period has been disrupted by the COVID-19 pandemic. Towards the latter stages of this reporting period WT are pleased to see some degree of normality returning to our daily lives as restrictions imposed during the earlier stages of the pandemic are lifted. As such some of the aspects presented in this report might not accurately reflect "normal" operating conditions. Where possible this report has adjusted benchmarks to reflect the operating conditions encountered during the COVID-19 pandemic and provided meaningful targets for the future once effects of the COVID-19 pandemic ease.

3. OUR APPROACH TO SUSTAINABILITY

3.1. General

The UN Global Compact outlines Ten Principles that companies should support and uphold. This encompasses fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption. At WT, we have integrated our priorities, goals and objectives to align with these principles in order to establish a culture of integrity.

WT recognises the importance of the global challenges defined by the UN Sustainable Development Goals and have outlined our contributions, where applicable to our business, in this report.

3.2. Human rights

Human rights and sustainability are intrinsically intertwined. A clean, healthy and sustainable environment is essential in the enjoyment of our human rights. WT are committed to the protection of human rights and the rights at work through various actions.

3.2.1. Code of Conduct

WT adheres to the highest ethical standards as stipulated in our Code of Conduct. We respect and fully support the fundamental human rights and view them as a key component of responsible corporate citizenship. In addition to adhering to the fundamental principles contained in the UN Universal Declaration of Human Rights, we are committed to applying those principles in our daily operations, interactions with clients and contractors, and in the wider community.

3.2.2. Suppliers

We continue to work with suppliers and contractors to help uphold ethical human rights standards. We aim to consider the effects of our supply chain by selecting ethical producers where available and suitable to our needs.

3.2.3. Proactive partnership

Proactive partnership is one of our four company values. We take pride in building strong partnerships and in supporting passionate people representing good causes in the local communities in which we operate.

Education

WT has partnered with Filton College in Bristol where one of our employees led a Q&A session with the sixth form students. The talk was entitled 'Designing the Global Energy Transition' and was a chance to raise awareness about the climate crisis, share a bit of background on offshore wind and explain the different and interesting paths into the industry. WT are keen to encourage local students through outreach talks like this.

In addition to this WT has recently supported a young student from a local secondary school through a week-long work experience. During their time with us they had the opportunity to spend time in each department, and complete interesting tasks throughout the week. The aim was to broaden their knowledge of different roles and divisions, to help inform and shape their career decisions, and offer a way in which to explore the workplace in a risk-free environment.

We have collaborated with Universities in the UK and Denmark to support new interns and placement students. We believe injecting our workforce with youth has provided our organisation with many benefits. Young talent are able to offer fresh ideas and tackle problems with a different perspective that have led to efficiencies in our workflow. This works in tandem with WT's values of diversity and inclusion where a more diverse personnel allows for a bigger variety of skills within the business, and, in turn, what we can offer our clients.

Charity

For Christmas this year, our UK employees were offered the option to choose between champagne, a hamper or a

donation to charity as a part of their Christmas gift from WT. With nearly half choosing to donate to charity, we had amassed a total £1200 donation for Renewable World. They are a charitable organisation with the mission of combating climate change and energy poverty. Our donation last Christmas has supported projects in Nepal and Kenya by building resilient communities through access to renewable energy.

Additionally we have been involved in other initiatives where our staff have had the opportunity to raise money for Renewable World. One such event is the Run4Wales corporate challenge. This involved our staff competing against other organisations through the medium of 10k runs. WT took 1st place in two separate events during this reporting period and were able to donate £2000 to Renewable World.

To celebrate Mental Health Awareness Month, WT organised a photo challenge as a way to raise money for two chosen mental health charities, En Af Os and Mates in Mind. This challenge involved the creation of a channel called "The Wellbeing Page" whereby WT employees were encouraged to share photos of an act of kindness or of nature. For each photo shared during the month, WT would donate £1 to each charity. Not only did the event raise £194 for each organisation, but feedback also showed that WT employees had an increased appreciation and awareness of the kindness around them and also spurred them on to enjoy the outdoors more.

Volunteering

As a part of our Earth Day 2022 initiative, each of our offices have planned to celebrate the day by getting involved in activities that contribute to the protection of our environment. For example, the Bristol office has teamed up with a charity called Avon Needs Trees who have the mission of buying land in the local area to reforest and rewild. As a part of this effort, our Bristol employees will be getting stuck in with tree planting, brush cutting and path laying. Secondly, our London office has partnered with Lambeth Council to organise a litter-picking session where our employees will have the opportunity to tackle the litter in the surrounding area of the office. WT recognises the importance of local action as well as international action.

3.3. Employees

Our employees are our greatest and most valuable asset and as such, all employees will be treated fairly in a safe and healthy working environment. As a company with an international team, we pride ourselves on nurturing an inclusive and diverse culture where our talented colleagues are empowered, enabled and visible in the organisation.

3.3.1. Diversity and inclusion

WT aspires to create an inclusive culture and diverse global workforce where all employees feel a sense of belonging and are able to contribute to their fullest, regardless of gender, age, ethnicity, sexual orientation or religious beliefs. We recognise the importance of diversity and inclusion within the workforce as this allows us to embrace and leverage our differences, and therefore enhance our competitive advantage.

We aim to promote diversity and inclusion right from the start during our recruitment stage. We continuously strive to have an inclusive work culture, with trust and respect for all individuals. Our objective is to offer equality to both prospective employees during the fair running of recruitment activity, as well as for existing employees via our flexible and fair work practices and policies. To support equal opportunities we promote a healthy, productive, and flexible working environment that respects work-life balance.

For instance, 33% female engineers constitute the WT workforce, exceeding the ratio of many of our direct competitors, but a ratio we believe still can be improved further.

3.3.2. Health and safety

We are committed to ensure that the highest possible standards of health and safety are achieved in our operations. WT comply with all the relevant territories' health and safety legislation, regulations and approved codes of practice. Furthermore, we co-operate fully and maintain open relationships with all regulatory authorities and other interested parties.

To promote this, each WT office has a designated First Aider and Fire Marshal that have taken specialist training. However, in the unlikely event of incidents, near-misses and non-conformances, we have a reporting system in place to ensure we document these and learn from them.

Outside of the office setting, for events like site visits, WT ensure that the proper health & safety measures are taken before and during the trip. A recent example of this is when our Secondary Steel team had the opportunity to visit the fabrication yard responsible for building the foundations they had designed. Before the trip, the team were extensively briefed and trained about the potential health and safety hazards that may arise during the visit. They were then quizzed about the material and were not able to attend the trip unless a certain score was achieved. During the trip, the team then completed physical working at heights training at the yard and correct PPE equipment (e.g. hard-hats, safety boots and overalls) were issued. This equipment was then thoroughly cleaned in line with the COVID government guidelines.

3.3.3. Wellbeing

Monthly socials

WT believe that developing relationships with colleagues, and building a foundation of trust is the key to the wellbeing of our employees and enables them to execute work that is fulfilling. We also recognise that fostering this camaraderie takes proactive effort and which is why WT has incorporated a policy where each WT office is encouraged to have at least one office social each month. To incentive this endeavour further, WT have setup a "Social Count" competition where each office face off against one another with the end goal of having organised the most socials during the year, introducing an element of friendly rivalry. Examples of previous socials organised during this reporting period includes axe-throwing, an art festival, litter picking, barbeques, spinning, and sailing. WT appreciates the importance of inclusion during these events and hence have made it a priority to organise a variety of events that appeal to everyone. To facilitate this, each office has a designated Social Committee responsible for organising their respective office's socials. We have noted that group discussions have been great for bouncing ideas around and having different voices and perspectives in the room encouraged diversity.

Wellbeing channel

After the establishment of "The Wellbeing Page", as outlined in Section 3.2.3, the page continues to be used to this day, beyond Mental Health Awareness Month, where images of pets and links to advice to aid in supporting mental health are shared through this forum.

Colleague call roulette

During the lockdowns when many people were working from home, WT recognised that it was a time where loneliness could easily creep in. In an attempt to combat this, we introduced the "Colleague call roulette" scheme. This randomly assigns you to a call with other WT employees. Its aim was to provide something similar to the informal chats we experience in the kitchen, by the coffee machine or in the canteen. A secondary positive effect we'd noticed was, due to its random nature, it allowed colleagues who wouldn't normally have had the chance to interact with one another, either due to working in separate teams, offices or even countries, an opportunity to do so.

Health policy

All of our employees are covered under a comprehensive health policy plan. Notable well-being benefits covered are mental health consultations, dental and optical cashback, and therapy sessions.

3.3.4. Development and training

Conferences

We actively encourage our employees to attend conferences. A few of the conferences that has had a WT presence over the past year has included the International Planning Forum, WindEurope and Oceanology International. WT believe that involvement in these events bring in a variety of social and educational benefits. Conferences provide the valuable experience of meeting like-minded people and industry peers as well as the opportunity to expand our knowledge of the new and innovative technologies and techniques in order to continually push the frontiers of our capability as an organisation. WT not only encourages our employees to be participants, but also speakers. We note the importance of sharing our own knowledge as industry-leaders because, to efficiently create a net-zero future, we are going to need to collaborate with one another. We are not able to accomplish it alone.

As a testament to our belief in the importance of conferences, WT are co-sponsoring the Foundation Ex event. The aim of this exhibition is to gather the leaders in the industry to share their progressive innovation and specialist knowledge . Moving through each major stage of an offshore wind development project, the event will aim to promote discussion and debate around the upcoming challenges in the industry in order to enable collaborative problem solving.

Lunch and Learn sessions

As well as knowledge sharing among the industry, WT also finds immense value in knowledge sharing within the organisation. To facilitate this, a Lunch and Learn programme has been established whereby, once a month, an employee within the company will present a 30-minute presentation, during lunch, on a topic of their choice. These could include sessions that provide a brief introduction to what their department does within the organisation. These are helpful as it helps to shine a light on aspects of the business you may not have otherwise considered before and provides employees with a more holistic view of the process to developing an offshore wind project. Additionally, there are also sessions held where there is less of a technical focus, for example a session titled "What's it like to have coronavirus?". These sessions are held with the aim of raising awareness of other important issues such as health and wellbeing.

Festival of Technical Excellence

In addition to these monthly Lunch and Learn sessions, another wider internal knowledge sharing avenue is through the yearly Festival of Technical Excellence. This is a day-long event which provides an opportunity for WT as a whole to showcase our technical expertise across divisions. The event was curated in such a way to mimic the design work flow through a project to allow our employees to appreciate the entire picture and see where they, and their peers, fit into the

whole offshore wind development jigsaw.

External training courses

In keeping with WT's vision of constantly pushing the frontiers in engineering, we recognise the value in investing in our employees. Through engaging in external training courses our employees are able to gain insight on the best practices from industry leading expertise and hence increase our overall efficiency as an organisation. Through this, our employees are able to dial in on specific aspects of their work which may have been found to be challenging in the past and provides an opportunity to really work through the technical details and develop a strategy moving forward to improve workflow for the future. The most recent course attended by our employees was a 2-day ABAQUS training workshop where our Structural Dynamics department were able to further develop their finite-element analysis skills.

E-learning platform

During this reporting period, WT has introduced a new e-learning platform. The aim of this is to provide a structured and strategic approach to skills development and the management of it. This is constructed in such a way that makes training accessible and intuitive.

3.3.5. Flexible working policy

WT seek to recording appropriate task and balance the reasonable level of effort or resource expended to employees, and encourage the workforce to balance work and life by focusing on working output instead of overtime or locations. WT also forecast the employees' workload to control the unbalanced hours required, and tried best to support the individual needs and wellbeing of each employee.

In order to achieve the above approaches, WT using a mature cloud-based recording system - CMAP for stuff to filling the time sheets and listing their workload every Monday before 10.30am(GMT) after a working week. Stuff need to listing sufficient details to the time sheets to help understanding what was done, and the time sheets should be approved by either project managers or team leads.

The flexible working policies benefits for employees to balance the works and life as they could choose their working hours as long as they finish the work, but not to stick on the working desk for a whole 9-5 day. It also help to improve the working efficiency as well that all employee to record their workings on the recording system. Generally it is a win-win situation for both WT and employees.

3.3.6. One team

- Ability to buy shares in the business. Something called a sweet equity pot i think? I remember briefly Rob mentioning something to this effect during his graduate network talk regarding WT's finances. This provides a sense of mutual ownership among the team.
- WT's one team means clients get the best people on the job regardless of location.
- We are both global and local. We are one global team - we work across offices and countries. We understand our clients and their local needs, using our global cross-team exprience and innovation to achieve the optimal approach.
- One Team. We are one team. We trust and help each as equals, regardless of office, location or seniority. We believe in long lasting and fair relationships with our clients and suppliers because the best relationships deliver the best results.
- We are both global and local. We are one global team – we work across offices and countries. We understand ourclients and their local needs, using our global cross- team experience and innovation to achieve the optimal approach.

3.3.7. Awards

The hard work of our employees has rightly earned national and international recognition.

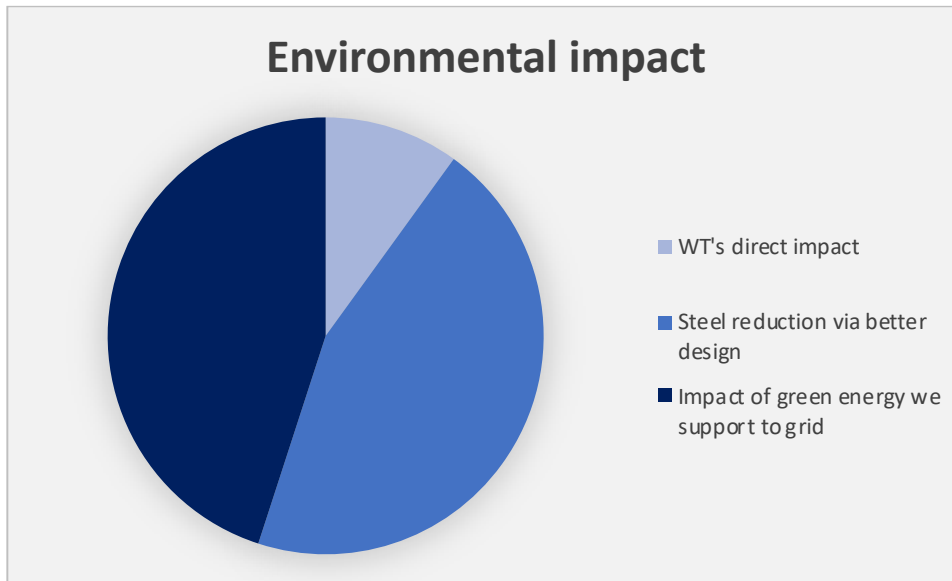
Firstly, WT has won the Gazelle Award in Denmark for its continuous growth in business. This award underlines the excellence of the specialized engineering that our expanding global team is delivering.

Secondly, one of our employees, Amir Shajarati, has earned a spot on Berlingske's Top 100 Talent list. This award focuses on the most promising talents in the Danish business community and is a testament to Amir's support in developing the multidisciplinary capabilities of WT and the business development work he'd completed in Tokyo in establishing WT's first Japanese office.

Lastly, we have recently been shortlisted for the Wind Investment Awards 2022 and are in the running for the Advisor of the Year award. This is a recognition of WT's innovative solutions and indispensable technical consulting capabilities.

3.4. Environment

Our dedication to addressing climate change reflects our commitment to achieving our purpose of designing the global energy transition. WT recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same.



3.4.1. Software innovation

We use and develop intelligent software for speed, optimisation and to build efficiency into our processes and products. We keep the focus on the ultimate objective and look to add value through automated processes. This unrivalled software platform allows us to deliver new levels of refinement and cost efficiencies. Coupled with our employees deep technical insight and understanding of the complexity of offshore wind projects, allows our designs to consistently outperform industry benchmarks and competitor's comparable projects and deliver long term value for our clients. These truly optimal foundation solutions results in minimal tonnage across a project, which not only saves our client money, but also prevents enormous amounts of CO₂ being emitted due to the steel savings.

3.4.2. Ecological innovation

3.4.3. Awareness of CO₂ emissions

WT have a high-level awareness of the carbon emissions caused by both our office working and our commercial projects. On office working side, the EIA assessment shows the details of WT's carbon emissions in daily workings and business travels as well as the ERoEI presents the environmental impact for all WT's projects. More details presents in section4.

On the project design side, WT is also making innovations on our in-house design tool - Morpheus to show the carbon emissions of the offshore foundation designs. This will help us to monitor and reduce steel impact by optimising designs.

3.4.4. Policy aims

The fundamental focus for WT is to provide advanced solutions for our clients using the latest methods and technology which will help to deliver contracts faster, cheaper and with less risk. Achieving this should result in the greatest benefit to sustainability, minimising the carbon footprint of design. That said, we also recognise that the little things we do, all add up. We endeavour to manage our own impact on the environment through focusing on:

Travel	<ul style="list-style-type: none"> ▪ Reduce the need to travel, restricting to necessity trips only. ▪ Promote the use of travel alternatives such as e-mail or video/phone conferencing. ▪ Make additional efforts to accommodate the needs of those using public transport or bicycle e.g by being involved in the cycle2work scheme and ensuring our office spaces have adequate bike storage facilities.
Paper	<ul style="list-style-type: none"> ▪ Minimise the use of paper in the office. ▪ Seek to buy recycled and recyclable paper products. ▪ Reuse and recycle all paper where possible.
Energy and Waste	<ul style="list-style-type: none"> ▪ Seek to reduce the amount of energy used as much as possible. ▪ Lights and electrical equipment will be switched off when not in use. ▪ Heating will be adjusted with energy consumption in mind. ▪ When purchasing new products, the energy consumption and efficiency will be considered.
Office Supplies	<ul style="list-style-type: none"> ▪ Evaluate if the need can be met in another way. ▪ Evaluate if renting/sharing is an option before purchasing equipment. ▪ Evaluate the environmental impact of any new products we intend to purchase. ▪ Favour more environmentally friendly and efficient products wherever possible. ▪ Reuse and recycle everything we are able to.

3.5. Anti-corruption

3.5.1. Code of Conduct

We are committed never to engage in any form of corruption, bribery, extortion or embezzlement, or any illegal method to influence public officials, the judiciary or private parties. WT practice a zero tolerance policy when it comes to corruption. Doing business with integrity is imperative at WT.

WT are committed to complying with all relevant laws, regulations and standards regarding anti-corruption and bribery.

WT's Code of Conduct includes solid guidelines for anti-corruption and associated guidelines on reporting breaches through the company's whistleblowing channel available for both internal and external stakeholders. All employees are encouraged to report concerns to enable implementation of corrective actions and continuous improvement of the company.

3.5.2. GDPR training

On 25th May 2018, the EU General Protection Regulation ("GDPR") took effect. Since Wood Thilsted contains legal entities that operate within the European Union, WT as an organisation abide by the GDPR regulations. One goal of GDPR is to create greater transparency for individuals about what happens with their personal data. To ensure compliance with the GDPR regulations, WT has organised a GDPR training session, conducted by an external law firm, required to be completed by all employees.

3.5.3. Anti bribery training

Additionally, all WT employees have recently been obligated to complete an "Anti Bribery Practices" course. This course aimed to teach our employee how to define what is meant by bribery, including who can be responsible, recognize how to spot the signs that bribery might be taking place and demonstrate ways to reduce the risk of bribery and corruption in the workplace. This was the first course added to our new e-learning platform.

3.6. Next steps

3.6.1. Diversity and inclusion

WT is currently in the process of improving our processes for Diversity and Inclusion and setting some clear targets for the coming months and ambitious KPI's that we plan to accomplish. One way we recently started to do this is by measuring recruitment data and using this to inform our future goals and objectives.

3.6.2. Employee survey

In December 2021, WT rolled out an employee survey to gain an in-depth understanding of colleagues thoughts and feelings in relation to Wellbeing and the Physical Office Environment. The outcomes of this survey has helped us identify improvement areas from which we have developed an action plan to continually improve the workplace for all colleagues. This plan is in progress of being rolled out in the coming months.

3.6.3. DSE assessment

Next month we are planning on rolling out our Display Screen Equipment (DSE) assessment. This is an ergonomic training and assessment which will look at the whole workstation, including equipment, furniture, and work conditions. The purpose of this of the assessment is to uncover and inform WT of any health and safety issues our employees may have with their workspace or equipment as well as provide them with concise training and guidance in working safely and comfortably.

3.6.4. E-learning platform

The next steps are to transition fully to our new e-learning platform by pulling together all the random bits of training material that is scattered across our organisation.

3.6.5. Selected KPIs

- Get ISO 18001 certification (H&S MS)
- Get ISO14001 certification (EMS)
- Becoming a B corp organisation
- Reducing scope 1 and 2 emissions
- Ensure our controllable electricity consumption is covered by 100% renewable energy
- Look to change to travel policy regarding encouragement of staying at least 3 days when travelling internationally where feasible
- Continue to advise and consult clients in considering including positive bio-diversity features into their projects

4. ENVIRONMENTAL IMPACT ASSESSMENT (EIA)

4.1. General

WT has determined various components of the company operations and services provided where it can control and influence its direct and indirect environmental impact. For each of these aspects WT has developed processes to complete Environmental Impact Assessments (EIA). For WT the focus areas for evaluating our environmental impacts are:

- Direct environmental impact from processes required for staff to undertake their normal duties e.g. workplace consumption and travel.
- Environmental risks related to the engineering solutions WT produce i.e. indirect impacts.
- Construction site environmental impacts or health and safety impacts for those working on site.

4.2. Direct EIA

This section presents the results of environmental impact assessment completed to evaluate WT’s direct impact on the environment for the current reporting period. EIA is completed for office working at each of WT’s offices and for staff travel. Appendix A presents some of the key assumptions for the calculation. Future reports will include a detailed breakdown of inputs used.

4.2.1. Office Working

The EIA process for office working is illustrated in Figure 4.1. Results are summarised in Table 4.1. WT note that office use significantly increased during the reporting period since WT’s fast growing and expanding, and workings started "back to normal" from the COVID-19 restrictions.

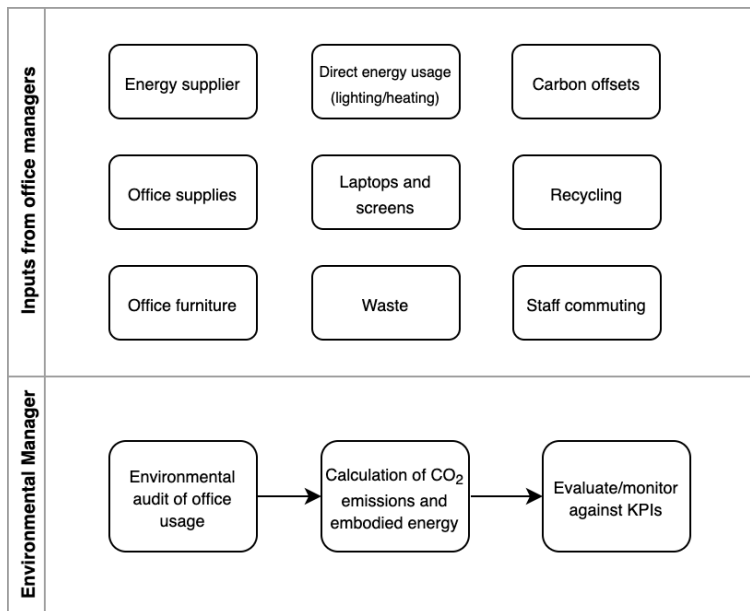


Figure 4.1: EIA process for office working

Table 4.1: EIA Results for WT Offices Energy Usage

Office	Carbon Emission(E+G)(kg)	Carbon Emission (Water)(kg)	No. Employees
London	4328.55	58.56	37
Bristol	5370.00	10.43	36
Edinburgh	214.98	3.83	6
Godalming	1630.48	10.67	3
Pontypool	693.20	2.22	1
Trowbridge	47	1.94	2
Copenhagen	1854.20	127.10	41
Aarhus	489.33	11.00	7
Vejle	306.91	14.92	5
Quincy	2666.58	9.17	5
Taipei			3
Remote Employees			6
Total	17601.23	249.83	152

The figures provided in Table 4.1 are based on estimates provided by WT’s landlords. For offices unable to provide accurate office data (Trowbridge and Aarhus etc.), there is an estimate calculation with a baseline value of the office in same country. WT will continue to focus on improving the accuracy of these estimates for the following reporting period by:

- Engaging landlords to take regular meter readings
- Monitoring how many people days are accounted for with these figures
- Estimating staff energy consumption when working from home
- Determining the energy and water supplier for each office and challenging landlords to switch to renewable sources
- Seek to account for off-site emissions, such as cloud computing and data storage

Table 4.2: Additional office equipment acquired in reporting period

Equipment Type	Total Number	Carbon Emissions(kgCO _{2e})
Monitor	65	47893
Phone	63	4408
Laptop(PC&MacBook)	79	21779
Computer	6	2880
Total	213	76960

4.2.2. Travel

The EIA process against WT travel policy is shown in 4.2. And the results summarised in 4.3. Comparing with the last reporting period, the results summarized more accurate since the method of calculation are optimized and the receipt shows more clear which is helpful for the assessment. Calculations of embodied carbon emissions are based on UK conversion factors updated on 24 January 2022 [**CON-FACT**].

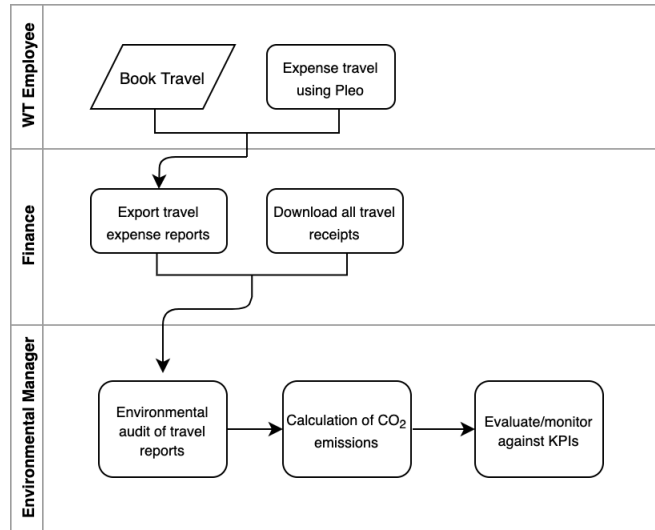


Figure 4.2: EIA process for travel

Table 4.3: EIA Results for WT Travel

Travel Type	Carbon Emission Factor($kgCO_2e$)	Carbon Emission(kg)
Domestic Flight	0.246	140
Short Flight	0.154	19020
Long Flight	0.193	5958
International Flight	0.183	9214
Rail	0.035	2125
tube	0.028	45
Bus	0.103	56
Car	0.168	813
Taxi	0.149	278
Ferry	0.019	12
Total		37660

Note: Since lack of the information of Train,tube and bus travel (Starting and end point), and the price varies a lot, the calculation upon this three travel types based on another way to insure the accuracy of Carbon Emission. Therefore, the travel distance is an estimation depend of the calculated baseline.

4.3. Indirect EIA

Indirect EIA refers to considerations related to WT engineering design services that influence the direct environmental impact of WT's clients.

One of the key indicators of WT's indirect environmental impact is a project's Energy Return on Energy Invested (ERoEI). The process for evaluation of indirect EIA using ERoEI as the main indicator is shown on Figure 4.3.

And during the reporting period a tool that used for presenting ERoEI has been developed, which just needed user inputs from project manager and it could present the results for ERoEI ratio and Carbon emission for the whole site. The tool analyse the embodied energy and embodied carbon for different components on whole offshore wind farm including: turbine, onshore substation, offshore substation, cables and different foundations etc., then figure out the energy input for the whole site. Using the input from the project management team to estimate the energy output through the design lifetime, then we got the ERoEI ratio, this ratio is used for WT to show the efficiency of the project. The Carbon per MW is used for WT to print out the carbon emission in the current stage and see how could making optimization of our design in future.

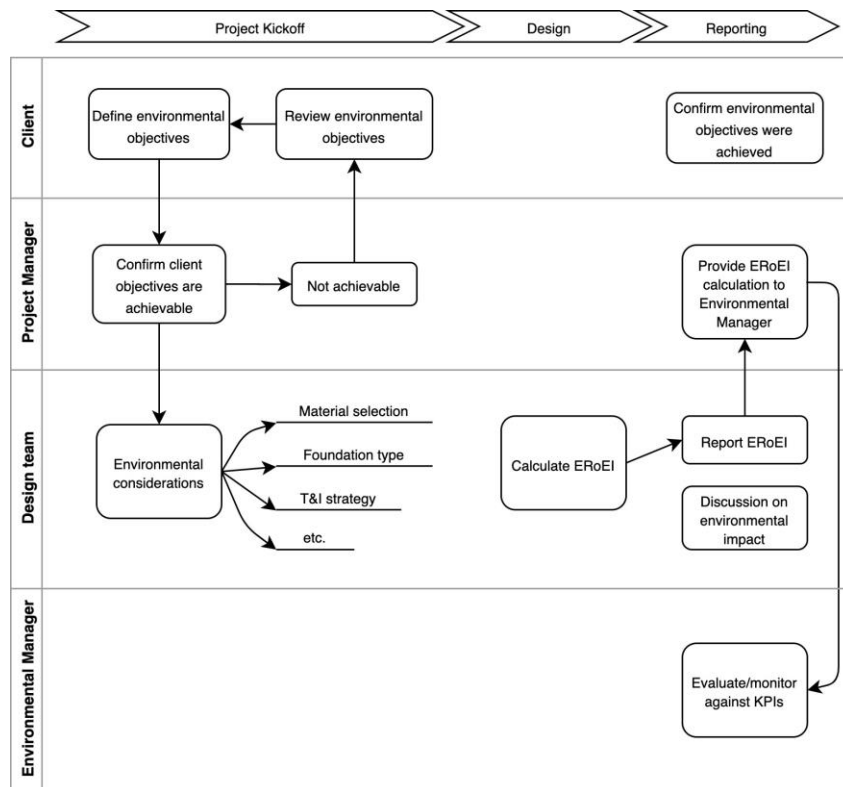


Figure 4.3: EIA process for travel