



# SUSTAINABLE GOVERNANCE

continued

## Sustainability Data

	2022	2021	2020	2019	2018
<b>Sustainable Products</b>					
Spend on R&D	£2.8m	£1.9m	£2.0m	£1.4m	£1.2m
Percentage of revenue	0.4%	0.3%	0.3%	0.2%	0.2%
<b>GHG Emissions</b>					
Environmental penalties	£nil	£nil	£nil	£nil	£nil
Location-based consumption (tCO <sub>2</sub> e)					
Scope 1	49,388	53,712	52,066	53,478	56,469
Scope 2	12,404	14,383	15,335	19,803	24,449
Market-based consumption (tCO <sub>2</sub> e)					
Scope 1	49,388	53,712	52,066	53,478	56,469
Scope 2*	8,917	10,885	14,708	19,803	24,449
Intensity Ratio**	0.07	0.09	0.10	0.11	0.13
* In November 2020, the Group entered into a two-year contract to buy all its UK electricity requirements from renewable sources. This was backed by Renewable Energy Guarantee of Origin (REGO). The Scope 2 nett data excludes data relating to this source of electricity.					
** Intensity Ratio is defined as total scope 1 & 2 tCO <sub>2</sub> e expressed as a ratio to £000s of revenue.					
<b>Health and Safety</b>					
No. of workplace fatalities	0	0	0	0	0
No. of lost time injuries	85	142	109	119	119
Lost time injury rate ('LTIR') (The number of lost time injuries divided by total hours worked multiplied by 100,000)	1.1	1.7	1.5	1.6	1.6
No. of Near Miss Reports	2,217	2,126	955	n/a	n/a
Percentage of sites with access to online H&S reporting systems	93%	97%	95%	n/a	n/a
Percentage of sites covered by ISO 45001	65%	45%	46%	n/a	n/a
<b>Talent and employment practices</b>					
No. of Group employees (as at 31 Dec)	3,817	4,402	4,398	4,591	4,094
Voluntary (Regrettable) attrition rate	14%	14%	6%	n/a	n/a
Percentage of employees with access to a recognisable Trade Union	11%	18%	18%	n/a	n/a
UK Gender Pay Gap	-2.8%	2.8%	8.4%	12.7%	12.5%
Training spend	£0.8m	£0.6m	£0.4m	n/a	n/a
No. of training days	5,626	4,119	4,000	n/a	n/a
No. of training hours	45,010	32,952	32,000	n/a	n/a
UK Apprenticeships	52	49	34	n/a	n/a
Employees participating in training and development	2,386	156	111	n/a	n/a
Percentage of female employees participating in training and development	10%	17%	10%	n/a	n/a
Percentage of UK sites utilising the Apprenticeship Levy	89%	57%	49%	n/a	n/a
<b>Engagement, inclusion and diversity</b>					
Engagement Survey participation	80%	62%	n/a	56%	n/a
Engagement Score	61%	55%	n/a	48%	n/a
Inclusion Engagement Score	69%	63%	n/a	58%	n/a



	2022	2021	2020	2019	2018
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### Gender diversity

	M	F	M	F	M	F	M	F	M	F
PLC Directors	5	3	5	3	5	2	5	2	5	1
Executive Board	4	2	4	2	n/a	n/a	n/a	n/a	n/a	n/a
No. of Subsidiary Directors	39	7	49	3	66	5	79	3	59	2
No. of Senior Managers*	78	20	201	38	174	39	221	40	167	19
Percentage of PLC Directors	62%	38%	62%	38%	71%	29%	71%	29%	83%	17%
Percentage of Executive Board	67%	33%	67%	33%	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of Subsidiary Directors	85%	15%	94%	6%	93%	7%	96%	4%	97%	3%
Percentage of Senior Managers*	80%	20%	84%	16%	82%	18%	85%	15%	90%	10%
Total percentage of Group employees	90%	10%	90%	10%	90%	10%	91%	9%	91%	9%

\* Senior management population redefined to Managing Directors' direct reports only.

### Climate risks to our business

	B	D	C	D	D
Carbon Disclosure Project ('CPD') Rating	B	D	C	D	D
Environmental fines incurred	£nil	£nil	£nil	£nil	£nil
Group Water Usage (m <sup>3</sup> )	84,667	104,795	95,093	91,152	87,485
Solid waste to landfill (Tonnes)	5,138	3,600	5,165	4,678	5,038
Recycled waste (Tonnes)	18,870	13,755	19,145	22,514	33,817
Percentage of recycled waste	78%	79%	79%	83%	85%
Scope 3 (tCO <sub>2</sub> e) – from water and waste	3,257	2,040	2,735	521	529
Other GHG emissions – CH <sub>4</sub> (tCO <sub>2</sub> e)	65*	87	81	n/a	n/a
Other GHG emissions – N <sub>2</sub> O (tCO <sub>2</sub> e)	114*	213	194	n/a	n/a

\* Market-based analysis.

### Ethical conduct

	£62,000	£39,000	£21,000	£39,000	£30,000
Charitable donations	£62,000	£39,000	£21,000	£39,000	£30,000
Whistleblowing reports made by employees	12	2	3	19	11
Modern Slavery audits carried out	Yes	Yes	Yes	Yes	n/a

## Sustainability Policies

The Group has a number of policies that support its Sustainability Plan. These are listed below, and these can be found at <https://hsigroup.com/>

- Product Responsibility Policy;
- Conflicts Mineral Policy;
- Supply Chain Policy;
- Energy Policy;
- Environmental Policy;
- Health & Safety Policy;
- Equal Opportunities & Diversity Policy;
- Talent & Development Policy;
- Tax Strategy Policy.