

Cornwall Insight Group

Environmental, Social and Governance Policy

December 2022

1. Introduction and Purpose

This document details the Company's¹ Policy in relation to Environmental, Social and Governance (ESG) matters.

Cornwall Insight Group has a unique position in the GB, Irish and Australian energy markets, providing research, insight and intelligence across the value chain, and as a result developing deep and trusted relationships with a wide range of business customers and public bodies.

Our Vision is to deliver comprehensive insight that enables businesses, markets and policymakers to succeed in the Net Zero transition.

We believe that a responsible approach towards employees, suppliers and local communities, the environment and society is an essential part of our success.

We take this responsibility for ESG issues very seriously and have developed our approach to ESG and this Policy through consultation with our broader stakeholder group, Strategic Leadership Group (SLG), ESG Committee and the Board.

In this document references to "ESG matters" or "ESG" refer to the following areas:

- **Environmental:** the Company's impact on the natural environment and its response to the challenge of climate change including: greenhouse gas emissions, energy consumption, generation and use of renewable energy, biodiversity and habitat, impact on water resources & deforestation, pollution, efficient use of resources, reduction and management of waste, and the environmental impact of the Company's supply chain.
- **Social:** the Company's interaction with staff, other stakeholders and the communities in which it operates and the role of the Company in society including: workplace policies (e.g. employee relations and engagement, diversity, nondiscrimination and equality of treatment, health, safety and wellbeing), ethical/responsible sourcing and social aspects and labour standards of the supply chain (including child labour and modern slavery), and engagement with and contribution to the broader community through social projects and charitable donations.
- **Corporate Governance and Behaviour:** the ethical conduct of the Company's business including its corporate governance framework, business ethics, policies, code of conduct and the transparency of non-financial reporting.

2. ESG Priorities, Initiatives and KPIs

The ESG Priorities and the associated initiatives and Key Performance indicators (KPIs) are focussed on three areas:

1. Environmental
2. Social
3. Governance

An ESG Road Map has also been developed which includes 43 measures identified through the external assessment undertaken by Sustainable Advantage in May 2022.

Progress in respect of both the ESG Road Map and the ESG priorities will be subject to periodic external verification in support of the Annual ESG Report.

2.1 Environmental

The Environmental aspects of ESG activity is largely enshrined in the Net Zero Strategy (NZS) and forms a key part of the ESG Road Map.

The key priority is to reduce Cornwall Insight's impact on the environment through five key initiatives:

- Establish a Net Zero target and strategy that delivers absolute carbon emission reductions in

¹ Group companies are Cornwall Insight Ltd, Cornwall Insight Australia PTY Ltd and Cornwall Insight Ireland Ltd.

line with 1.5C global warming targets

- Embed a Group-wide Carbon Emissions Reduction Plan by the end of FY23, based on trusted external sources and advice where appropriate
- Consider the merits of offsetting Group-wide emissions to achieve immediate and additional carbon emission reductions².
- Develop a Sustainable Supplier Policy which sets out a commitment to work with a supply chain that operates in an ethical, sustainable, safe and responsible manner.
- Demonstrate and inform stakeholders of Cornwall Insight's plans to reduce environmental impacts.

The more detailed priorities for each of these five initiatives are set out below.

Net Zero Target Date

- The Net Zero target date is 2035, following an assessment of bringing forward the original date of 2050 and approval by the Board in October 2022.
- Supplementary targets for all offices to have 80% of electricity consumption from qualified renewable sources by 2025 and 100% from qualified renewable sources by 2030.
- Calculate Group-wide Carbon Emissions in respect of Scope 1, 2 and 3 including purchased goods and services, waste, business travel, capital goods, employee commuting and homeworking.

Develop and implement a Carbon Emissions Reduction Plan

- External advice to shape a Carbon Emissions Reduction Plan (CERP) has been procured, including development of policies to set out clear activities to lower emissions across all Scopes.
- The CERP establishes guidance for Management to assess trade-offs to deliver emission reductions across all Scopes through adoption of a twin track approach:
 - Activity within direct control should be tackled immediately, with policies determining the course of action to lower emissions, for example, associated with business travel, opportunities new office space, and purchased goods.
 - Activity outside of our direct control should be viewed as a longer-term journey in which we adapt our supplier strategy
- The CERP should be reviewed at least annually and. It is envisaged the policy is easily adapted to respond to business strategy (e.g., three-year planning), rate of change in emissions across different jurisdictions, and sectors

Consider the appropriate approach to carbon offsetting (if any) and implement

- Opportunities for removing our residual carbon³ through the purchase of verified offsetting credits including the timing and use of offset factors is to be revisited once the CERP is more fully developed
- Subject to Board approval for offsetting measures, encourage staff engagement by allowing colleagues to vote on a short-list of offset projects that meet the required standards.

Develop a Sustainable Supplier Policy

- Develop Supplier Code of Conduct that outlines expectations for suppliers managing ESG issues by December 2022 and integrate this into supplier assessments going forward.

Provide stakeholder communications on NZS activity and progress

- Set out proposals for keeping the Employee Group up to date with progress on Net Zero Strategy activities.
- From November 2022 a dedicated area on our website, accessible via the home page, to provide stakeholder facing information on our ESG policies and progress. Initial documentation

² Offsetting is wholly complementary to the Carbon Emissions Reduction Plan

³ Level of Carbon Emissions remaining in any given year following implementation of the Carbon Emissions Reduction Plan



to be issued:

- an infographic Summarizing our NZS Strategy in an easily digestible and visually appealing manner
- Case Studies / infographic of work completed for clients that demonstrates how our work contributes to the Net Zero transition.

2.2 Social

As at October 2022, the Company employees 115 people across Australia, Ireland and UK, and is committed to contributing to a fairer, more socially inclusive world.

This commitment is demonstrated by working towards the following measures:

- Improved staff retention.
- Positive increase in female representation across the Group 50/50 and SLG 60/40 by FY25.
- Closing the wage gap.
- An increase in employing apprentices.
- An increase in a more diverse workforce in terms of gender, ethnicity, disability and neuro divergent talent.
- Encouraging and supporting our people to engage and support their local communities, whether through time, effort, or financial contribution.

These measures will be supported through:

- A Diversity, Equity and Inclusion programme, including a Diversity & Inclusion Survey
- A Health and Wellbeing programme
- A proactive employee engagement programme
- Regular Pay Gap Analysis
- Long term strategy on how we hire and retain the different generations including Generation Alpha, how we accommodate the different recruitment needs of each generation and support them during their careers and different life challenges along the way.

2.3 Governance

We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies as well as unwavering adherence to our values.

This commitment is demonstrated through the establishment of ESG Policies and Codes of Practice and their effective implementation, including but not limited to:

- Health & Safety Policy
- GDPR Policy
- Business Continuity Plan
- Anti-Bribery & Corruption Policy
- Corporate Criminal Offence Policy
- Modern Slavery Statement
- Diversity and Inclusion Policy
- (Employee) Code of Conduct

3. Leadership and Oversight

The ESG Policy is overseen by the ESG Committee and the Board.

ESG Committee

The primary responsibilities of the ESG Committee as set out in their Terms of Reference are to:

- Ensure that the Company has a fit-for-purpose ESG Strategy and for driving momentum behind the development and implementation of that strategy.
- Provide appropriate oversight of projects developed in relation to the strategy including, but



not limited to, Net Zero Strategy, Investors in People, B-Corp and ISO Certifications.

- Oversee the establishment of ESG Policies and Codes of Practice and their effective implementation, and monitor and review their ongoing relevance, effectiveness, and further development.
- Scrutinise performance against ESG related KPIs.
- Make recommendations to the Board in relation to the required resourcing and funding of ESG-related activity and, on behalf of the Board, oversee the deployment and control of any resources and funds.
- Monitor and review current and emerging ESG trends, relevant international standards and legislative requirements and identify how these are likely to impact on the ESG Strategy and relate policies.
- Compile and present a report to the Board on ESG performance every six months.
- Conduct an annual self-assessment of its activities under the Terms of Reference and report any conclusions and recommendations to the Board.

Board

- Approves the ESG Policy and the Terms of Reference of the ESG Committee.
- Approves any sustainability targets and themes within the corporate strategy and receives reports on progress.
- Approves annual sustainability report (ESG Report).
- Approves any resourcing and funding of ESG-related activity.

4. Reporting

Progress on the ESG Priorities, Initiatives and KPIs to internal and external stakeholders will be achieved through:

- Internal publication of a timeline setting out the key deliverables and milestone dates for each of the ESG Priorities, Initiatives and KPIs
- Six-monthly report to the Board from the ESG Committee.
- Regular updates to the Employee Group through displays in the office (Notice Boards), Team Briefs, a regular section in the CI Times and/or an open MS Teams channel.
- Annual ESG Report published on the website covering our sustainability ambitions, achievements and ongoing efforts across ESG, including our Carbon Footprint and Net Zero target.
- Progress in respect of the ESG Policy, ESG Road Map measures and the Annual ESG Report will be subject to periodic external verification.

5. Review and Updates

This Policy will be reviewed on an annual basis or more regularly if required. Any changes will be drafted by the ESG Committee and reviewed and approved by the Board.

