

Greenenergy



ESG Report 2022

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Our purpose is to drive transport decarbonisation through continued leadership in waste-derived renewables.

2022 ESG highlights

Climate



The biofuels we supplied saved
7.1m
 tonnes CO₂e,
 the equivalent of taking 4.6 million cars off the road

3kg
 CO₂e saved
 for every litre of biodiesel that replaces diesel

13.7%
 CO₂e reduction
 in our operations achieved since 2020

In 2022, using B20 in our fleet saved

274
 tonnes CO₂e

We saved
11,900
 tonnes CO₂e
 by transitioning our plants to renewable energy

Circular



Since 2017,
100%
 of our biodiesel manufactured has come from waste

79.8%
 carbon savings from the biofuels we blend

83.7%
 greenhouse gas saving from the fuel we have blended since 2018

Colleagues



>1,800
 employees globally

3
 apprenticeships completed and a further 12 underway

3
 graduates welcomed into the business

88%
 of staff reported they find their work meaningful

Collaboration



£188.5k
 distributed to over 40 charities

>£300k
 donated to the Disasters Emergency Committee to help fund food, water, shelter and protection in Ukraine

STEM-in-a-box pilot delivered to
270 children
 at five schools

24 wheelchairs built and donated to Giants Mavericks wheelchair basketball team

Who we are

Our mission

To deliver long-term value for our stakeholders through the production and distribution of waste-derived renewable transportation fuels.

Our values

Underpin every interaction we have, whether with colleagues, customers, suppliers and the communities in which we operate.

We do this by:

- *Respect* - delivering change through innovation: developing and driving renewable projects
- *Ownership* - evolving our supply chain: maintaining quality and reliable supply
- *Care* - retaining strong customer relationships: honesty and transparency in how we work
- *Integrity* - acting responsibly and being accountable: doing no harm to people or place.



Biodiesel plant, Immingham

What we do

Our unique global supply chain enables us to source, produce and deliver renewable fuels in the most efficient way.

Global origination

We source the lowest-cost products globally. The flexibility and optionality in our purchasing, ensures we are able to respond quickly to market requirements.



Renewables

We continue to invest in our renewables business, expanding our local waste-to-biodiesel manufacturing capability and progressing projects to develop advanced biofuels from wastes to support our customers through the energy transition.



Customer sales

We supply fuel to various segments, including: oil companies, supermarkets, independently-owned forecourts, commercial and marine users.



Logistics

We manage the fuel supply chain for many of our customers, taking care of stock management and delivery as well as fuel supply.



Retail

In the UK, we supply independent retailers, providing reliable supply of quality fuels.

We also own and operate our own forecourts in Ireland and Canada and offer independent retailers reliable, competitive supply and a compelling convenience offer.



Chairman's message

'As the world looks to reducing carbon, our role in developing and delivering low carbon and no carbon products for the future continues to grow.'



Building on our previous Sustainability Reports, this year we welcome you to our first Environment, Social and Governance (ESG) report.

As a business, we have always spent a lot of time building a robust strategy to reduce our own emissions, support our customers through the energy transition, understand the impact we have on our society and ensure strong governance. So it is wonderful to see these activities structured and reported within a formal ESG framework for the first time.

Our business has been built on the premise of innovation – creating and delivering lower carbon fuels and building a unique supply model to reliably deliver these to our customers, to the benefit of the environment and society. This is now more important than ever.

Looking back on 2022, it is clear to see the benefit of energy diversity and low carbon products. Post pandemic and following the disaster in Ukraine, higher energy prices and supply security concerns have highlighted the critical need for these products.

Across our business, we are progressing projects to deliver these benefits, reduce our emissions and produce more renewable fuel from the wastes of today and the future. We have also invested further in our legacy biodiesel plants to improve efficiency, increase output and extend life. We are ensuring they are positioned to meet future demand as biodiesel will continue to play a key role for some time, particularly in decarbonising heavy vehicle goods and potentially also maritime.

The increasing pressure to decarbonise creates opportunity for those who are willing to innovate and transform. There is no one single solution to decarbonise, rather it will take a mix of products, technologies and innovation, and I believe Greenergy brings the experience, teams and scale to play a key role creating renewables from wastes.

As a Board, we are prioritising projects that support the energy transition and it is good to see some of the initiatives reflected in our first ESG report. These projects will be key to our growth and our future.

Andrew Owens
Chairman, Greenergy

CEO's message

'For over thirty years, sustainability and process improvement have been core to our business.'

As Greenergy has grown and developed, so too has our environmental and social responsibility, underpinned by our commitment to do the right thing.

And doing the right thing, starts with us and our own operations. It is pleasing to see our safety record remain steady through 2022, specifically with the rate of reportable events and lost time injuries consistent with prior year. Hazard observations declined across the business, however, have improved again in early 2023 as we have launched campaigns to increase reporting. There has also been an increase in near misses and reportable injuries within the food preparation area of our retail sites, and addressing this increase is a priority for us, particularly as we welcome and integrate new businesses to our safety culture.

[> Safety approach, page 14](#)

Looking back on 2022, we emerged from the pandemic and then saw global markets significantly affected following the disaster in Ukraine. Sanctions were introduced in response, resulting in upward pressure on commodity prices, supply chain disruptions, and a desire to ensure energy security across the world. Overlaying these world events with increasing government mandates to decarbonise and reach net zero, there is an increasing need for waste-based lower carbon products that offer energy security for the future.

The energy transition is here, and the firms that are making meaningful reductions in their own operational emissions, along with the products they supply, are the ones who will succeed. It is this belief that is driving us to reduce emissions from our own operations - improving our processes for ongoing incremental improvements such as adopting higher percentage biofuel in our haulage fleet and investing in the pre-production of our biofuel plants, whilst also developing new innovative solutions such as our carbon capture project that, when complete, will reduce our Teesside plant emissions by 90%.

[> Carbon emissions, page 19](#)

The route to decarbonisation will be different for each industry, sector and transport mode, and will progress at different paces. We understand the role we must play in the decarbonisation of transport in our key markets, and we recognise that use of sold products continues to be the most material contributor to our emissions. That is why we are continuing to invest and progress next generation waste-to-renewable projects here in the UK, that will create and supply lower carbon, low carbon and finally carbon free fuels and products, supporting a circular economy. Creating value from end-of-life tyres and plastics projects and undertaking studies to develop green-hydrogen supply chains are essential to our roadmap of a lower carbon future.

[> Towards circularity, page 31](#)



To deliver on our purpose will take an engaged, purpose driven workforce. This year we welcomed over 300 people to Greenergy globally, expanded our apprenticeships and relaunched our graduate programme. We are also creating further opportunities to support and develop our people and ensure our workforce is prepared and equipped for the future.

[> Enabling our people to thrive, page 40](#)

This year we have developed our ESG framework further, welcoming a dedicated Head of ESG, completing a materiality assessment, developing our own ESG strategy and taking our first step in reporting against the Taskforce for Climate-related Financial Disclosure framework, ahead of requirements. This report highlights the progress we have made this year and outlines our ESG strategy for the future.

We understand the role we have to play in a lower carbon future, and we are committed to extending our leadership in waste-based renewables and supporting a circular economy, building on our experience and being led by our core values.

Christian Flach
CEO, Greenergy

Greenergy's approach to ESG

Our ESG strategy has been developed through an extensive materiality assessment undertaken throughout 2022. The output of this has helped to inform our ESG strategic priorities, our strategy, and our reporting.

The assessment ensured that our plans focus on:

- The issues most important for our stakeholders
- Issues where Greenergy could make the greatest potential impact (our external impact), and
- Issues that could have the greatest potential impact on Greenergy.

The process

Identifying issues

Potential ESG issues relevant to Greenergy were identified from several key sources including ESG/sustainability frameworks, customer and peer reviews, industry and trade association papers, ESG newsletters and media reviews.

Issues identified were grouped across environment, social and governance areas for assessment and discussions with our stakeholders.

Engaging our stakeholders

We engaged with a wide range of stakeholder groups through an online prioritisation survey and a series of interviews to gather specific insights and inputs from different interest groups and subject matter experts. Interviewees were asked to provide feedback on the topics they had felt most material for Greenergy to consider, along with any issues they felt that Greenergy should look to address in future.

Stakeholder groups engaged:

- Employees
- Shareholders
- Customers
- Trade associations/ industry bodies
- Governments
- Suppliers

Issues ranking

Aggregating the rankings from the prioritisation survey alongside insights gained from the discussions with our stakeholder groups, we developed a matrix, identifying the issues of most material interest for our business.

Informing our ESG priority areas

We have used the outcome of the materiality assessment to inform our ESG strategic priorities. We grouped key issues into three areas:

- *Strategy focus areas* topics where the business has considerable opportunity to make a positive impact, both in terms of outward impact on society and environment, but also potential value creation for the business
- *Enablers for the strategy* topics that will support the delivery of the strategy
- *Responsible business practices* core areas, ensuring the business is managing key risks and opportunities.

Greenergy's approach to ESG continued

ESG areas of focus

We recognise that every issue assessed has the potential to be material, and is also important for the business to manage. We have grouped several of the issues identified as core to responsible business practices. These issues are managed by key policies and programmes across the business.

The findings of the assessment confirmed the following key messages:

- Greenergy has strong foundations based on respect, ownership, care, and integrity – ensuring no harm to people or place
- Innovation and technology will support the delivery of sustainable products for our customers alongside our net zero ambitions
- Circular thinking will enable the delivery of our climate goals whilst solving global waste challenges
- Enabling change will be through the development and engagement of our people, current and future.

We have used this information to inform our ESG strategy that will drive our journey to net zero.



Our ESG framework

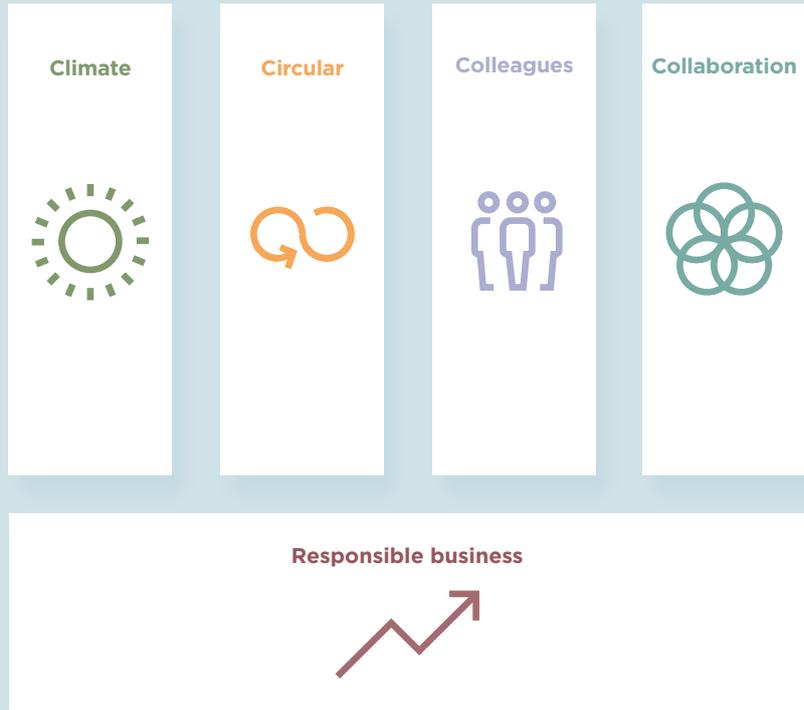
Strategy

Our ESG strategy recognises the significant role we play in the energy transition. Creating transport fuels and circular economy products which deliver the most value from wastes, to enable the journey towards net zero.

We will build a culture that supports the delivery of our purpose, ensuring our employees are equipped with the skills and knowledge to deliver on our purpose.

We will partner with others to amplify and accelerate our ambitions.

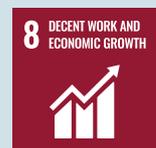
ESG framework



UN Sustainable Development Goals (SDGs)

Greenergy supports the UN Sustainable Development Goals. We have identified the following as most aligned to our ESG strategy and our business.

These are the goals where we believe we can make the most significant positive contribution.



Our ESG framework explained



Climate

Achieving net zero ambitions

Innovation and technology will support the delivery of sustainable products for our customers alongside our net zero ambitions.

The route to decarbonisation for each industry, sector and transport mode will be different and will come at different paces.

A key priority for us is to expand our production and supply of waste-based biodiesel, whilst we invest in, and develop next generation renewables, enabling us to decarbonise the products we offer.

Our expertise in developing fuels from waste uniquely positions us to deliver these.

> [Climate, page 16](#)



Circular

Solving global waste challenges

Moving towards a circular economy and identifying opportunities for waste prevention are fundamental to achieving global climate targets. We recognise that the materials contained in waste provide a valuable resource.

Our focus is on broadening the range of waste feedstocks we use. Repurposing waste to create new products that contribute to decarbonisation and a circular economy. We aim to identify opportunities for waste prevention across our own operations, and through the products we sell.

> [Circular, page 31](#)



Colleagues

Enabling our people to thrive

Greenergy has strong foundations based on values of respect, ownership, care, and integrity.

To successfully deliver our overarching purpose of decarbonising transport, we need our employees to continuously challenge and innovate, to create solutions to support the energy transition.

This means focusing on developing, supporting and recruiting our future workforce to equip our business with the right skills and capabilities. Enabling different perspectives to thrive by ensuring we have a diverse and inclusive work environment.

> [Colleagues, page 37](#)



Collaboration

Partnering to deliver change

We recognise that delivering solutions to global environmental and social challenges can be accelerated by working with others. Strategic partnerships enable innovation by working together across value chains.

We aim to create opportunities, support local communities and address the educational needs required to deliver the low-carbon transition.

> [Collaboration, page 41](#)

Responsible business

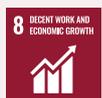
Responsible business practices underpin everything we do. They are the foundation to how we work.

We operate with safety and environmental care as our first priority. Our Process Integrity (PI) policy and security policy statements detail how Greenergy and its staff safeguard the health and safety of everyone who works for or otherwise interacts with our businesses.

Process Integrity also covers how we manage process safety, process assurance, quality control, environmental and security matters across the business.

Our principles

- We will manage our business ensuring alignment with the core principles of causing no harm to people and place
- We will ensure our activities, behaviours and decisions are founded by our values of respect, ownership, care and integrity
- We will set clear governance approaches that ensure ESG principles are considered as a fundamental part of our business operation and decision-making
- We will take practical steps to uphold and protect human and labour rights in our business
- We will strive to conduct all areas of our business respectfully, ethically and honestly. These values will extend to all our relationships with our supply chain and other key stakeholders
- We will drive a culture of accountability and ownership to deliver our ESG principles and overarching ambitions.



Supporting UN SDG 8 - Decent work and economic growth

We work to ensure we provide a safe and secure working environment for our people, our customers and the environment. Our global supply chain means that we must have effective measures in place to reduce risks of forced labour and modern slavery.

Process safety

We maintain a strong reporting culture across all parts of the business and all locations – from high hazard operating sites and haulage operations to offices. We encourage observation and reporting of hazards, near misses and unwanted events, however small, without fear or blame. This allows us to ensure our processes remain appropriate for our operations.

Approach

Process integrity determines how we perform our roles every day, and includes: health, personal and process safety, quality, environment, security, management of change and compliance.

We continue to review, extend and improve our High Level Standards to provide a structured and consistent approach to safety across all our operations. Continual improvement of the standards is driven by the Process Integrity team.

Our open and honest reporting captures data from across the entire Group so that we can reduce risks and improve the safe working practices for our business. New staff, contractors and new business acquisitions are rapidly introduced to the Greenergy culture of open and honest reporting.

Gap assessments and regular audits are completed on all new business areas to gain an understanding of the Process Integrity culture. A tailored programme of training in safety awareness, hazard observations and Greenergy expectations of safety walks, event reporting and investigations is then developed and implemented. Across the Group, follow-up audits take place to ensure recommendations have been implemented.

Our Process Integrity management systems focus strongly on the prevention of unwanted events, however we recognise the potential for such events to occur and the need to be prepared for them. All of our facilities and business operations have effective emergency management plans in place which are reviewed and tested on a regular basis.

We operate a Group Crisis Management Plan that is reviewed, updated, tested and communicated regularly. It provides management with clear processes to facilitate effective decision-making in a crisis.

Process safety

Safety underpins everything we do.

We operate a comprehensive central reporting system that supports the systematic investigation of each reported observation and event.

This allows us to identify lessons learned from individual events and broader trends to ensure we correct issues that have the potential to lead to injuries, asset damage, environmental impacts or significant business impacts.

Where we gain important learning from events, this information is communicated across the Group using noticeboards, meetings, employee apps and other communication methods. The sharing of learnings from events forms a key part of our policy of prevention and continual improvement.

Group Process Integrity audits continued across all our operations, both at our own facilities and also at joint venture facilities. To ensure compliance with Greenergy performance requirements, we include third-party terminals and contract haulage operations within our audit programme. Throughout 2022, 102 process integrity audits were undertaken.

2022 safety record

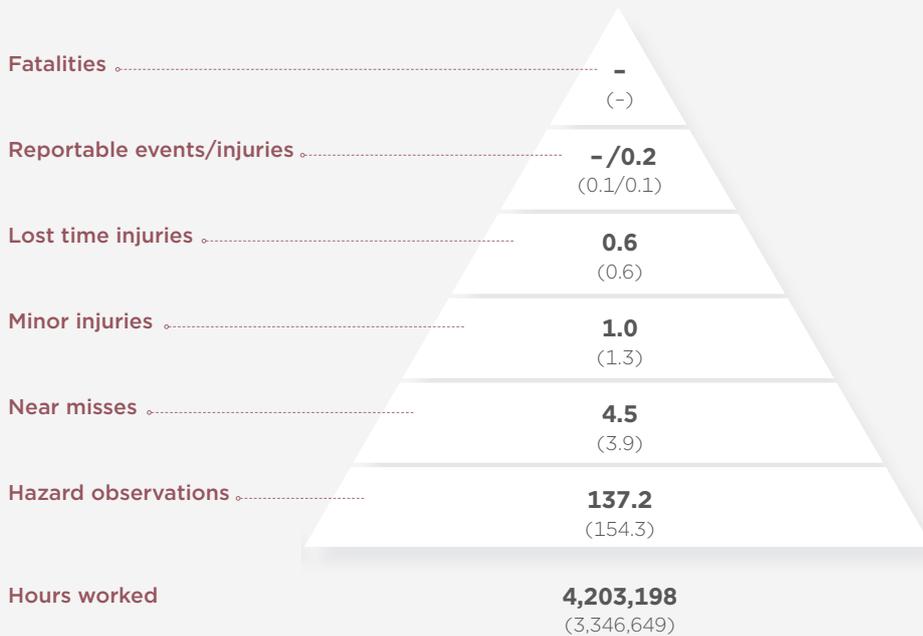
Our safety record remained steady through 2022, with the rate of reportable events and lost time injuries consistent with 2021.

Whilst the rate of minor injuries declined, hazard observations also declined and near misses increased slightly from 3.9 to 4.5 per 100,000 hours worked based on total hours worked of 4.2 million (2021: 3.3 million).

In 2022, there were ten reportable injuries across the Group, an increase from 2021 in absolute terms (2021: 3). Whilst reportable injuries have remained stable across UK operations, the increase has been driven by international business acquired in 2021. Embedding our safety culture across these businesses remains a priority for us. To improve our reporting of hazard observations, awareness campaigns have been rolled out across the business, and the process to report a hazard observation simplified.

We continue to review our processes and update our risk assessments to ensure our processes are appropriate for our business.

Every incident is shared across the Greenergy management team, and safety performance reports are compiled weekly and reviewed by the senior management team to ensure full scrutiny and to share lessons across our business.



Incident rate per 100,000 hours worked

Calendar 2022
(Calendar 2021)

Key

Definitions

Reportable event: an incident with a high potential to cause death or serious injury.

Reportable injury: an injury that is legally reportable to the Health and Safety regulator for the national jurisdiction in which the injury occurred.

Lost time injury: an injury resulting in an absence from work beyond the shift in which the injury was sustained.

Minor injury: an injury which does not require time off work or restricted work duties.

Near miss: an unplanned event that did not result in injury, illness, damage, or non-compliance but which had the potential to do so.

Hazard observation: an 'act' or a 'condition' that has the potential to cause injury, loss, or damage.

Ethical business conduct

We strive to conduct our business respectfully, ethically, and honestly. This is embedded in our culture and values and underpins every interaction we have.

Ethics and Code of Conduct

Greenergy's Code of Conduct outlines our expectations for employee conduct. Governed by the Ethics Committee, the Code of Conduct is reviewed annually. All employees are required to undertake annual training to ensure they understand what is expected of them.

We operate in a highly regulated sector in different parts of the world, and we work to ensure that all Greenergy staff and stakeholders understand the ethical conduct that Greenergy expects of them.

Our Code of Conduct for Business Partners outlines our expectations on the behaviour of our stakeholders. The code sets expectations for partners to communicate the practices and principles outlined to relevant parts of their organisation.

Our code for business partners includes suppliers, customers and agents.

> To read our Business Conduct and Ethics Principles for business partners, visit: www.greenergy.com/policies

To ensure the ethical standards Greenergy sets are met, understood, and shared by our people and our stakeholders, we encourage the reporting of all actual or potentially inappropriate or illegal conduct.

Internally, we enable, encourage, protect and respect whistleblowers. Our employees are expected to report any potential unethical or illegal behaviour they become aware of immediately. A confidential Whistleblowers' Hotline is available 24 hours a day, accessible to all employees and in multiple languages. Whistleblowers are strongly encouraged to report without fear of retribution or retaliation and this is reinforced by our Code of Conduct.

We expect and encourage our business partners to report actual or potential issues. Reporting information for our partners is included in the Code of Conduct for business partners.

Anti-bribery and corruption

We take a zero-tolerance approach towards bribery and corruption, observing all applicable anti-corruption laws and regulations.

Our Anti-bribery and Corruption Policy ('ABC') applies to all staff, in all regions, and outlines our expectation of them, particularly as it relates to gifts and hospitality. We also maintain a central gifts and hospitality register.

Any conflicts of interest are declared at least on an annual basis and recorded. We also review and assess these to ensure they do not affect our decision-making process.

These policies are included in our internal annual training programme and communications campaigns to raise staff awareness and ensure understanding and compliance. They also form part of the induction process for new starters.

Human rights and modern slavery

We treat all of our staff and stakeholders with respect and dignity, and oppose slavery and human trafficking in any form.

We expect our staff, contractors, and suppliers to:

- Comply with all applicable legislation in the jurisdiction in which business is conducted
- Adhere to good employment practices; and
- Take practical steps to verify whether their supply chains are free from slavery and human trafficking.

Our policies and practices are continually reviewed to ensure they encompass all parts of our growing business.

> To read our Anti-Slavery and Human Trafficking Statement, visit: www.greenergy.com/policies

Climate

Greenergy recognises the significant global challenge that climate change brings. We understand the role we play in reducing emissions and are committed to driving decarbonisation of transport.

We are committed to:

- Achieving net zero by 2050 (or sooner)
- Carbon neutral operations by 2035 (50% reduction by 2030)
- Avoiding 12mt CO₂e by 2035 with our products (8mt by 2030).

Our principles

- We will deliver against our net zero emissions reduction strategy, ensuring our ambitions and plans are guided by climate science and data
- We will support customers to deliver against their net zero ambitions through the provision of lower/low/no carbon products

- We will utilise innovation and technology help to deliver against our climate and environmental goals
- We will only employ growth capital in projects that reduce emissions intensity.

The biofuels we supplied saved **7.1m** tonnes CO₂e, the equivalent of taking 4.6 million cars off the road

3kg CO₂e saved for every litre of biodiesel that replaces diesel

In 2022, using B20 in our fleet saved **274** tonnes CO₂e

13.7% CO₂e reduction in our operations achieved since 2020

We saved **11,900** tonnes CO₂e by transitioning our plants to renewable energy



Supporting UN SDGs 13 and 7 - climate action and affordable clean energy

Innovation to deliver technology for cleaner fuels and investing in energy infrastructure will be key to delivering our company purpose of decarbonising transport and meeting our net zero ambitions. We are focused on developing and supplying lower carbon, low carbon and finally carbon free fuels and products.

Developing the pathway to net zero

Our climate ambitions ensure we utilise our expertise in waste-based renewables, focusing on both reducing emissions from our operations and the products we supply.

We have already taken some key steps on the pathway to net zero, however there is still much to be done with a number of key milestones to 2030 and beyond.

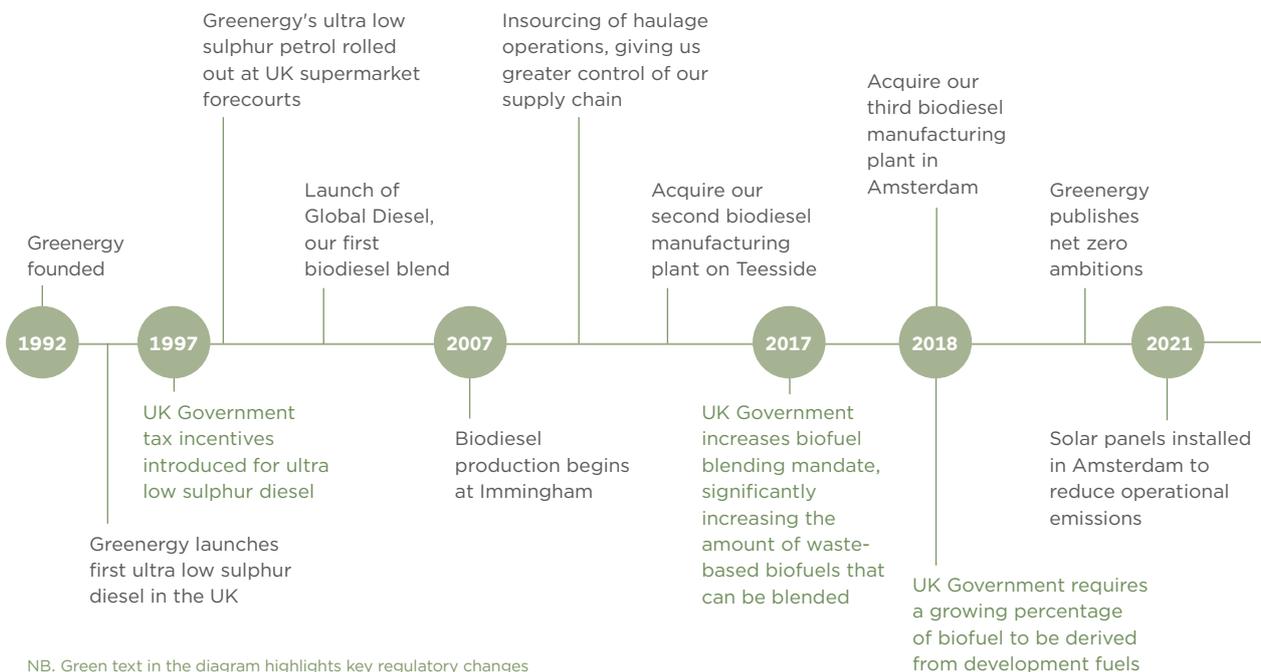
Scope 1 and 2 emissions by activity



We recognise that our emissions and the opportunities we have to reduce them differ by activity. We will use our understanding of our operational footprint to identify and deliver actions to successfully meet our 2030 and 2035 decarbonisation ambitions.

Throughout 2023, we will further develop our roadmap to meeting our commitments, including the setting of milestone targets for our scope 3 emissions.

The road we have travelled...



NB. Green text in the diagram highlights key regulatory changes

Carbon emissions

Our emissions

During 2022 we reviewed and updated our emissions reporting methodology, updating our approach from financial to operational control, with an equity share approach utilised for our investments.

The use of operational control better aligns with others in our sector, to allow for more comparable information, and with the draft guidance of the Science Based Target Initiative (SBTi) sector standard. We have updated and restated our historical data based on this new methodology.

This year, we reviewed and updated our internal carbon price to £80 per tonne. We will use this to support assessment of new projects and investments.

Operational emissions

The operation of our biodiesel manufacturing plants make the largest contribution to our operational emissions, alongside the emissions associated with our haulage fleet. Identifying opportunities to make operational efficiencies and other means of reducing emissions remain key to meeting our reduction targets.

We continue to actively evaluate further measures to reduce emissions.

> **Activities undertaken throughout the year are outlined on page 20**

Scope 3 emissions

Throughout 2022, we worked to expand the categories of scope 3 emissions we report. We have assessed each of the fifteen categories as set out in the GHG protocol and have included those

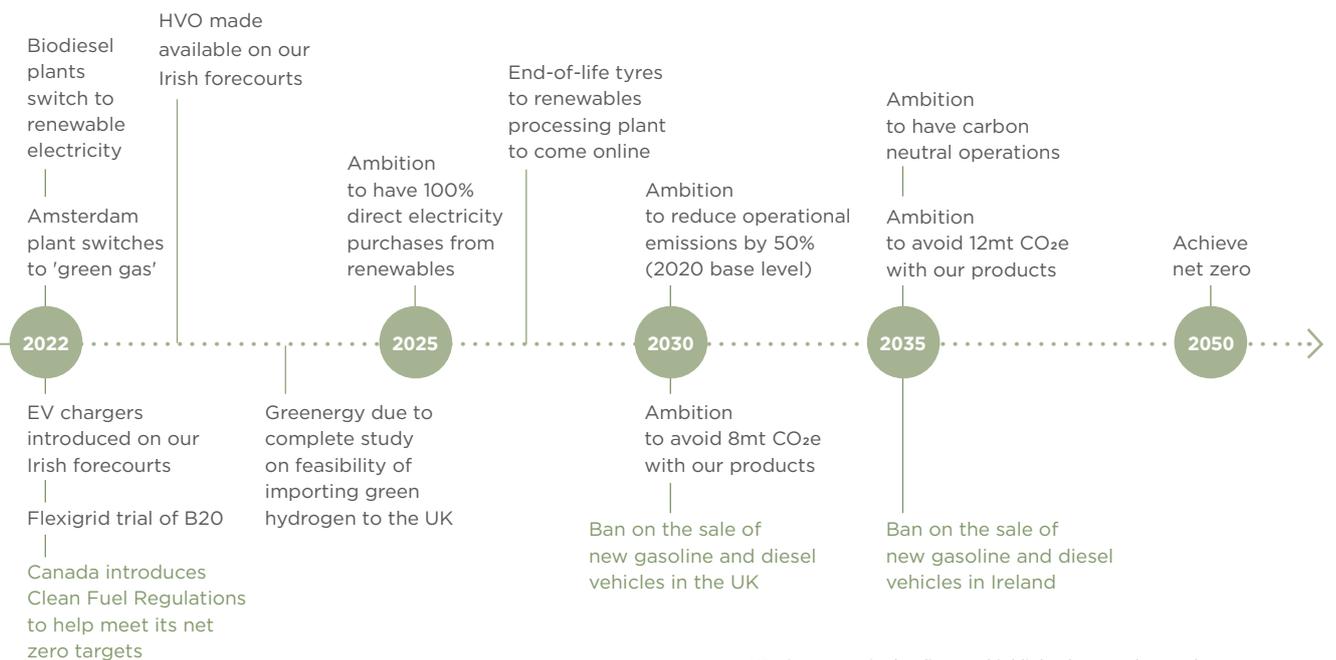
applicable to our business within this year's report, and within our historical data. The reporting of these additional scope 3 categories has significantly increased our total emissions footprint.

We recognise that the most significant element of our total emissions footprint comes from the use of our sold products. In line with our business strategy, we are continuing to invest as a business in solutions to deliver lower, low and ultimately no carbon fuels.

Capital expenditure

As we continue to expand our operations, we have considered the impact to our emissions intensity of projects requiring growth capital. We will continue to assess this impact, prioritising projects that support a reduction in emissions intensity.

...on our path to net zero



NB. Green text in the diagram highlights key regulatory changes

Carbon emissions continued

	2022	2021
Tonnes CO₂e emissions for the company and subsidiaries		
Scope 1 – direct emissions from operations	69,318	76,419
Scope 2 – indirect emissions, location based	8,820	8,647
Scope 2 – indirect emissions, market based	1,498	3,581
Total Scope 1 and 2 emissions (operational emissions) location based	78,138	85,066
Total Scope 1 and 2 emissions (operational emissions) market based¹	70,816	80,000
Scope 3 – indirect emissions	48,533,957	49,571,546
Category 1 – purchased goods and services	17,673	14,464
Category 2 – capital goods	1,251	1,129
Category 3 – fuel and energy-related activities	477	567
Category 4 – upstream transportation and distribution	719,885	520,664
Category 5 – waste generated in operations	9	23
Category 6 – business travel	324	104
Category 7 – employee commuting	777	763
Category 8 – upstream leased assets	9,897	8,171
Category 9 – downstream transportation and distribution	733,290	838,326
Category 10 – processing of sold products	NA	NA
Category 11 – use of sold products	47,048,143	48,184,902
Category 12 – end-of-life treatment of sold products	NA	NA
Category 13 – downstream leased assets	NA	NA
Category 14 – franchises	NA	NA
Category 15 – investments	2,231	2,433
Total emissions – location based²	48,612,095	49,656,612
Total emissions – market based³	48,604,773	49,651,546
Intensity figures		
	2022	2021
Metric tonnes CO ₂ e per cubic meter of product sold	0.004	0.004
Metric tonnes CO ₂ e per employee	39	44

Methodology

Conversions from Greenergy operational data have been calculated in accordance with the Defra Conversion Factors 2022 (version 2.0 expiry 7 June 2023).

We have included all emissions classified in scope 1 (fuel combustion, company vehicles and fugitive emissions) and scope 2 (purchased electricity) of the Greenhouse Gas (GHG) Protocol – a Corporate Accounting and Reporting Standard. Scope 3 emissions reported include purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transportations and distribution, waste disposal, business travel, (employee commuting), upstream leased assets, use of sold products and investments. Other scope 3 categories have been assessed as not applicable. This reporting is in alignment with the GHG Protocol 'Corporate Value Chain (scope 3) Accounting and Reporting Standard'.

kWh figures follow same methodology as CO₂e calculations, using conversion factor where necessary.

¹Market based method reflects emissions from electricity specifically chosen, for example from the purchase of renewable energy.

²Location based method of calculating emissions reflecting the average emissions intensity of grids on which energy consumption occurs.

³Group functions and dedicated teams with direct involvement in ESG Committee matters, or with dedicated sustainability and climate change roles.

Managing our operational footprint

Total CO₂e emissions decreased across the Group in 2022, driven by modifications and energy efficiency measures implemented at our plants, and the continued roll out of renewable electricity purchase contracts. We have reduced our operational footprint by 13.74% from our 2020 baseline year and we continue to make positive progress towards our first milestone of a 50% reduction by 2030.

We continue to progress plants to reduce our consumption and emissions in order to meet our targets. Through the introduction of energy efficiency measures and modifications to our plants, we have continued to improve energy consumption across our operations. However, as we delivered a higher volume of product in 2022 compared to 2021, energy consumption increased across the Group.

Across the Group we aim to have 100% of electricity purchased coming from renewable sources by 2025 or sooner. In 2022, we continued the process of switching the electricity contracts we control to certified renewable tariffs.

Biodiesel production

Our biodiesel plants contribute the most energy usage across the business, and we are continuing to investigate how we can reduce energy usage further.

Our two UK plants have run on renewable electricity since late 2020 and in 2022, our Amsterdam plant switched to a green tariff for electricity and gas. As our plants have transitioned onto renewable energy, emissions from our renewables production business decreased in 2022, totalling 42.7k mt CO₂e (2021: 54.6k mt CO₂e).

Regular maintenance schedules and continued investment in our plants keeps them in optimal condition, allowing us to operate them as efficiently as possible and increase output to meet growing demand.

Following the energy saving measures introduced at the Amsterdam plant in 2021, we have begun to replicate the learnings at our UK plants. At our Immingham plant, we completed an in-depth heat and energy survey, made modifications to the plant, and installed solar panels to our site offices. In Teesside, we installed a second boiler control panel, delivering both gas and electricity reductions and commenced the installation of a new cooling tower which is expected to be completed in 2023.

During the year, to improve the understanding and management of energy for our plants we also installed an energy monitoring system at our Teesside plant. The system provides live energy data and historic trends and we will assess the potential roll out of the system at our other plants. We are also in the process of achieving ISO 50001 accreditation for all three plants, with the initial audit complete and training of the requirements undertaken by the biofuels team. We will continue to progress throughout 2023.

Haulage

A key contributor to our operational emissions sits within our distribution fleet. This year, non-renewable fuel consumption rose within Flexigrid as we drove further to deliver more fuel. We optimise our haulage patterns daily to operate efficiently, however supply and protest disruptions meant that we had to drive longer distances this year.

Solutions that reduce haulage and distribution fleet emissions are therefore important for us to deliver against our goals.

In addition to driver training and route optimisation efforts to improve fuel efficiency, in 2022 we trialled the use of a high percentage biodiesel blend – B20 at a large scale under real world conditions.

Scope 3 emissions

In 2022, we undertook a detailed assessment of our scope 3 emissions. Use of sold products continues to be the most material contributor, followed by upstream and downstream transportation – which includes emissions from shipping and subcontracted distribution. Together these categories make up 99% of our total scope 3 emissions profile.

In line with our strategic commitment to supply low-carbon fuels and circular solutions, we have an ambition of helping our customers avoid 8m tCO₂e by 2030, and 12m tCO₂e by 2035 with our products. This year we helped our customers save 7.1 million tonnes of CO₂e compared with using the fossil fuel equivalent. This is a reduction from 2021 (7.78mt CO₂e) as sharp rises in commodity prices affected available liquidity across the market, and saw us supply less volume in 2022. We remain committed and on track to meet our first milestone of an 8mt saving by 2030.

Shipping of feedstock and product contributed 1.4 mt CO₂e to our 2022 scope 3 emissions footprint. In supporting the management of shipping emissions Greenergy have implemented a ship vetting policy which includes a minimum greenhouse gas emission rating requirement. We use the RightShip ship vetting assessment to undertake the verification of emissions ratings for each vessel.



Case study

Reducing our own emissions

Our in-house haulier, Greenergy Flexigrid, operates 24/7, 364 days a year and has built a reputation for always delivering. Now comprising of nearly 200 tractor unit and trailer combinations, Flexigrid employs over 600 drivers across the UK. Given the scale of this operation, Greenergy Flexigrid makes up around a third of our total operational CO₂e emissions each year.

Having already implemented measures to reduce emissions such as driver training to improve fuel efficiency and route optimisation, in 2022 we introduced a trial of high percentage biodiesel (B20) across a portion of the Thames-based fleet.

Across the year, we saw an annual average 13% GHG emission improvement above standard B7 diesel and a saving of 274 tonnes CO₂e in 2022 compared to B7, with no operational issues recorded.

Building on the success of this trial, we are looking to expand our own use of B20 fuel across our fleet to reduce operational emissions. We have also been able to demonstrate to our customers the benefit of adopting B20 in their commercial fleets.

TCFD framework

Whilst the climate transition poses a risk, it also creates opportunities for Greenergy to continue its development of new products and services that deliver low-carbon and circular solutions, as well as enhance the Group's future business resilience.

The Taskforce on Climate-related Financial Disclosure (TCFD) framework provides Greenergy with the opportunity to demonstrate the important role it has in the low-carbon transition and circular economy delivering renewables from waste resources.

Although we are not required to make any climate-related financial disclosure¹ until year ended 31 December 2023, work has been undertaken in 2022 to identify, assess and manage the climate-related risks and opportunities that we believe to be relevant and material to our

business. Looking forward, this will be used to inform an ongoing review of the measures required to manage exposure and seize the associated opportunities.

¹The Companies (Strategic Report) (Climate Related Financial Disclosure) Regulations 2022



Biodiesel plant, Teesside

Governance

Board oversight

The Board has oversight of climate-related issues with support from the ESG Committee, that is chaired by the Chief Operating Officer and includes a non-executive director. For example, it ensured climate considerations are incorporated into the Group’s annual business plan and five-year rolling strategy plan. During December 2022, the Board also took part in a dedicated ESG session which included a climate risks and opportunities education session.

The ESG committee is responsible for reviewing and guiding the formulation of the Group’s ESG policies and strategies. The Chair of the ESG committee updates and keeps the Board informed of all relevant climate-related issues (and associated actions) at Board meetings as a key strategic theme on a quarterly basis.

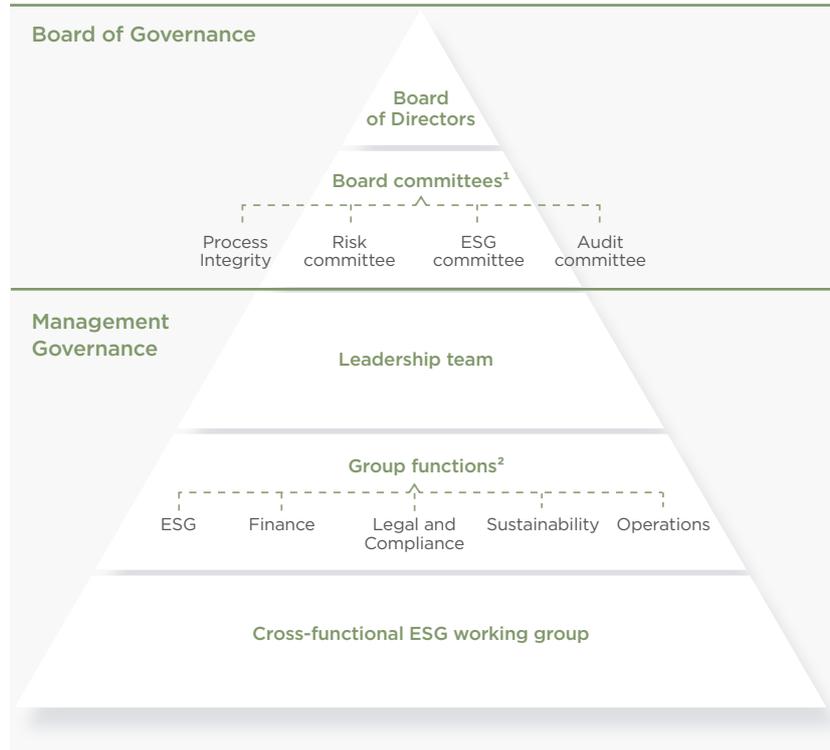
The Board is supported by the Process Integrity committee, the Audit committee and the Risk committee, which play an important role in the identification, assessment, and management of climate-related risks across the business. The Major Projects and Investment Committee supports the Board in assessing major capital expenditures and investment decisions, in addition to monitoring Greenergy’s progress against targets.

> **Board decisions relating to ESG Governance, page 45**

¹Only Board committees with allocated responsibilities related to sustainability and climate change are listed

²Group functions and dedicated teams with direct involvement in ESG committee matters, or with dedicated sustainability and climate change roles

Climate-related Governance



Management role

ESG and climate-related responsibilities are integrated throughout the management and operations of our business.

At management level, climate change issues and performance, as well as the development and implementation of the Group’s ESG strategy including climate matters, are the responsibility of the ESG team, who report directly to the CEO, and are core members of the ESG committee.

The head of ESG is responsible for leading our assessment and management of climate-related risks and opportunities in the future across climate scenarios, with reference to the TCFD recommendations.

The ESG team also engages with government bodies and trade associations to identify existing and emerging regulatory requirements related to climate change.

Climate and energy-related compliance issues are monitored at the site level by managers from individual business functions.

The ESG working group is a cross-functional group that is responsible for sharing information and ideas between the ESG committee, the ESG team and the wider business, such as proposing decarbonisation initiatives for further investigation. The working group meets every quarter, to share insights of the respective business areas.

Qualitative assessment results

Strategy

As a leading supplier of waste-based renewables, we are committed to reducing emissions in transport and supporting a circular economy.

Paris ambitious action	Delayed action	Business as usual
Scenario storyline		
Paris-aligned scenario, with ambitious and gradual efforts to limit temperature rise.	Slower, less ambitious policy action or a time lag before sudden ambitious action.	Limited to no action, with society continuing along past trends resulting in extreme warming.
Scenario sources		
<ul style="list-style-type: none"> • Network for greening the financial system¹ (NGFS) orderly (net zero 2050) transition • REMIND-MAgPie net zero scenario • IPCC's SSP1-2.6 	<ul style="list-style-type: none"> • NGFS disorderly (delayed) transition • REMIND-MAgPie delayed action scenario • IPCC's SSP2-4.5 	<ul style="list-style-type: none"> • NGFS hot house world (current policies) • REMIND-MAgPie current policy scenario • IPCC's SSP5 8.5
Temperature outcome range (year 2100)		
1.4°C to 1.8°C	1.6°C to 2.7°C	2.6°C to 4.4°C

The climate scenario analysis process

Greenergy has committed to complete a Group-level assessment of climate-related risks and opportunities.

In 2022 we completed the first phase of our climate scenario analysis by undertaking a qualitative assessment of identified climate-related risks and opportunities across different climate scenarios. The assessment entailed scoring and ranking the most material climate risks and opportunities that affect our business.

Climate risks and opportunities assessment

Climate-related risks and opportunities, and an understanding of how potential impacts may affect Greenergy were identified through desk-based research and extensive engagement across the business.

> **Tables set out the priority risks and opportunities that were qualitatively assessed, grouped using the TCFD classification, on pages 25 to 28**

Identified risks and opportunities were scored and ranked using three assessment criteria: vulnerability (a function of exposure, adaptive capacity, and sensitivity), magnitude and likelihood across climate scenarios and time horizons.

The identified risks and opportunities were considered across the following time horizons:

- *Short-term*: equivalent to 0-1 years, which aligns with the Group's annual business planning
- *Medium-term*: equivalent to 1-5 years, which aligns with the Group's strategy planning cycle
- *Long-term*: equivalent to over 5 years and up to 2050, in recognition that climate manifests over longer time periods, and in alignment with typical timelines for global net zero goals.

Greenergy referenced climate projections from a range of scenarios to assess the potential impact of climate change under uncertain futures. We have adopted three sets of scenarios (outlined above) to ensure the spectrum of potential impacts is considered.

¹Network for greening the financial system (NGFS) scenarios used for transition risks, including projections on energy demand, price changes, shadow carbon price etc. IPCC WGI interactive atlas utilised for physical risks providing information on changes across climate variables including temperature, precipitation, snowfall, and wind.

Qualitative assessment results continued

Below are the priority risks and opportunities that have been identified as the most material to Greenergy’s business, and the actions we are taking to manage and respond to these. These have been prioritised on their overall risk score across all three scenarios and time horizons.

Broadly, transition risks have been identified as posing the greatest potential impact on our business and strategy. Physical risks pose less of a risk to Greenergy in the short and medium term but have the potential to increase in the long-term. Mitigating actions across several risks are already in place to reduce our risk exposure. In addition to the opportunities outlined, we deliver products aligned with the low carbon transition and circular economy.

Key for risk and opportunity tables

- H** High or very high impact
- M** Moderate impact
- L** Low or minimal impact

Assessment of priority risks and opportunities

Market risks		Short	Medium	Long
Increased competition to procure waste-derived feedstock	Paris ambitious action	M	H	H
	Delayed action	M	M	H
	Business as usual	M	L	L
Shift in demand for road fuels reduces demand for Greenergy’s product	Paris ambitious action	L	H	H
	Delayed action	L	H	H
	Business as usual	L	M	H
Management actions		Linked opportunities		
<p>Greenergy has a robust and diverse global supply chain to ensure continuity of feedstock supply.</p> <p>Greenergy’s next generation team is actively exploring opportunities to develop circular economy solutions for transport, energy and feedstocks including hydrogen and petrochemicals, to diversify supply and help customers decarbonise.</p> <p>With the average lifespan of a car at scrappage around 14 years and heavy-goods vehicles difficult to electrify, cars and trucks powered by gasoline and diesel will remain on the road for some time. Greenergy intends to continue serving this demand alongside investing and developing next generation renewable solutions.</p>		<p>Expansion of low-carbon road fuel product offering - commercial clients are increasingly motivated to achieve GHG reduction targets and are seeking low-carbon fuels whilst electric is not viable or suitable.</p> <p>EU and UK legislation in support of SAF is due to be implemented in 2025. Greenergy’s experience and its GTT project are positioned to meet demand for these biofuels.</p> <p>Development of low carbon/circular economy products - Increasing demand for low carbon fuels and by-products that support decarbonisation and other environmental targets (eg. tyre pyrolysis (GTT), plastic pyrolysis, hydrogen) will provide future growth opportunities</p> <p>Globally diversified supply chain ensures Greenergy is more resilient to climate events.</p>		

Qualitative assessment results continued

Climate resilience

Greenergy is committed to delivering sustainable solutions for transportation through the energy transition. As such, our business is closely tied to climate change solutions and as a result, climate is already embedded in the way we think about our strategy and how we manage and respond to risks, ensuring the resilience of our strategy under the climate transition.

By investing in the diversification of products and services we provide through the delivery of next generation renewables, Greenergy seeks to not only maintain Group performance but to look for opportunities to grow the business. We are making progress on driving innovation, investing in the delivery of next generation renewables that support the low-carbon transition and also deliver against circular economy ambitions.

Diversification of the products we supply our customers will also minimise the effect of changing customer preferences.

Policy risks		Short	Medium	Long
Increased pricing of GHG emissions applied to direct operational emissions	Paris ambitious action	M	H	H
	Delayed action	M	M	M
	Business as usual	M	M	M
Increased costs to meet RTFO/ clean fuel mandates	Paris ambitious action	M	M	M
	Delayed action	M	M	M
	Business as usual	M	M	M

Management actions

Greenergy is committed to carbon neutral operations by 2035, with a 50% reduction by 2030 against a 2020 baseline.

Greenergy has piloted the use of solar panels and energy-saving measures at our Amsterdam plant and we intend to replicate this at both of our UK biodiesel facilities. In addition, the installation of new boilers and cooling towers, and the implementation of energy policies will reduce carbon-intensity across operations.

Greenergy is also undertaking feasibility studies to understand potential GHG reduction and energy-saving measures including green steam and electric supply, and carbon capture systems.

We are actively exploring opportunities to develop new and advanced forms of renewable liquid fuels, as defined under the RTFO legislation, which requires a growing percentage of biofuel to be classed as new development fuels and exceed the greenhouse gas saving requirement of 65%.

Linked opportunities

Increasing mandates for renewable fuels increases the market for renewable fuels. Next Gen projects give Greenergy further opportunities to produce development fuels under the RTFO. Emerging legislation in markets outside of Europe – legislation to incentivise the use of low-carbon fuels is emerging in new markets such as Ireland and Canada where Greenergy already have a supply footprint.

Competitive advantage in marketing low-carbon products in Canada – Greenergy’s Canadian business is able to leverage Greenergy’s certification experience to gain a competitive advantage in an emerging Canadian market.

Investment in low-carbon measures reduces Greenergy’s exposure to transition risks – Greenergy is investing in haulage trucks that are B20 compliant which delivers significant GHG emission savings, as well as implementing energy efficiency measures at plants and terminals (eg. the installation of new boilers and cooling towers and energy policies, and feasibility studies for green steam, electric supply and carbon capture systems) to reduce operational emissions.

Qualitative assessment results continued

Technology risks		Short	Medium	Long
Cost to invest in infrastructure to align with the direction of energy transition	Paris ambitious action	M	H	H
	Delayed action	M	H	H
	Business as usual	M	M	M
Large costs, and limited technological solutions to decarbonise emissions intensity of operations	Paris ambitious action	M	H	H
	Delayed action	M	M	H
	Business as usual	M	M	H
Management actions Greenergy is investing in infrastructure to support the energy transition. We have directed capital investment to develop further next generation renewables and circular economy solutions for transport, energy and feedstocks including hydrogen, petrochemicals and plastics. Greenergy is active in developing and implementing a low-carbon strategy, to decarbonise operations, as well as increase the supply of low-carbon products and services. Greenergy is committed to carbon neutral operations by 2035, with a 50% reduction by 2030 against a 2020 baseline. Greenergy has introduced energy-saving measures at our Amsterdam plant. We intend to replicate this at both of our UK biodiesel facilities.		Linked opportunities Development of low carbon/circular economy products – increasing demand for low carbon fuels and by-products that support decarbonisation and other environmental targets (eg. tyre pyrolysis GTT, plastic pyrolysis, hydrogen) will diversify revenue. Reputational benefits – an ambitious strategy and transparent disclosures will differentiate Greenergy from peers by enhancing reputation and brand value, retaining talent etc. Investment in low-carbon measures reduces Greenergy’s exposure to transition risks – the installation of new boilers and cooling towers, along with energy policies will reduce carbon-intensity across operations. Feasibility studies are underway to understand other areas of potential including green steam, electric supply and carbon capture systems.		

Reputational risks		Short	Medium	Long
Decreased access to working capital for the oil and gas sector in the low-carbon transition	Paris ambitious action	M	H	H
	Delayed action	M	H	H
	Business as usual	M	M	H
Large costs, and limited technological solutions to decarbonise emissions intensity of operations	Paris ambitious action	M	H	H
	Delayed action	L	M	H
	Business as usual	L	M	M
Management actions Greenergy’s strategic plans are focussed on longer-term projects with the Next Generation project pipeline for renewables and circular economy solutions. Greenergy is committed to carbon-neutral operations by 2035, with a 50% reduction by 2030 against a 2020 baseline. Greenergy is developing a transition plan to outline our approach in aligning ourselves with the energy transition.		Linked opportunities Expansion of low-carbon road fuel product offering – commercial clients are more motivated to achieve GHG reduction targets and are seeking low-carbon fuels whilst electric is not viable or suitable. Development of low carbon/circular economy products – increasing demand for low carbon fuels and by-products that support decarbonisation and other environmental targets (eg. tyre pyrolysis GTT, plastic pyrolysis, hydrogen) will diversify revenue. Reputational benefits – an ambitious strategy and transparent disclosures could differentiate Greenergy from peers by enhancing reputation and brand value, retaining talent etc.		

Qualitative assessment results continued

Physical risks		Short	Medium	Long
Damage to terminals, plants, and other owned equipment from extreme weather events eg. flooding	Paris ambitious action	H	H	H
	Delayed action	H	H	H
	Business as usual	H	H	H
Disruption in the supply chain at supplier assets or in transportation	Paris ambitious action	L	H	H
	Delayed action	L	H	H
	Business as usual	L	H	H
Management actions		Linked opportunities		
<p>Greenergy uses FM Global's natural hazard map to review physical risks to key sites.</p> <p>Following previous flooding at Immingham, Greenergy rebuilt the site with flood defences to improve site resilience.</p> <p>Greenergy's insurance programme covers damages and business interruption due to physical damage, or loss of access, to sites.</p> <p>Greenergy sources feedstock and products from around the world. By maintaining optionality, we are able to quickly respond to disruptions to the supply chain.</p>		<p>Investment in adaptation measures to increase resilience of operations to extreme weather.</p> <p>Globally diversified supply chain means Greenergy are more resilient to climate events.</p>		

Climate resilience

Ensuring the Group's resilience to physical climate hazards is a primary aspect of the business continuity plans developed for each site. In addition, investment in climate adaptation measures ensures the Group can enhance its preparedness and ensure resilience.

Greenergy has invested in the decarbonisation of our own operations through the implementation of energy efficiency measures and switching to renewable or lower-carbon energy sources at our plants and terminals. For example, at Immingham, the installation of new boilers and cooling towers will be more efficient and we are exploring opportunities to switch to LNG from natural gas and Kerosene at Tees and Immingham respectively.

In addition, we have invested in haulage trucks which can use B20 fuel. These measures are essential levers to reduce our emissions and the carbon intensity of our operations.

In the longer term we will be monitoring the development of emerging technologies to reduce or eliminate the harder-to-abate emissions in our direct operations. Our project pipeline supports our resilience through the climate transition. In 2022, we:

- Continued to progress our end-of-life tyre project, Green Tyre Technology Ltd (GTT) currently in front end engineering design. Taking end-of-life tyres, GTT will produce development fuel diesel, and recovered carbon black (rCB) that can be used in new tyre production, supporting a circular economy. The plant will also have the capability to produce sustainable aviation fuel (SAF) from waste oils.
- Invested in the expansion of our Amsterdam biodiesel manufacturing plant by over 25% and allowing us to process a wider range of waste oils, demonstrating our commitment to expand capacity in the delivery of renewables from waste.

- Partnered with Octopus Hydrogen for the collection and delivery of green hydrogen to Octopus Hydrogen customers, with the first delivery made in December 2022. This partnership is the first step in our strategy of delivering hydrogen.
- Trialled B20 in a portion of our in-house haulage fleet Flexigrid, to reduce emissions from our operations and demonstrate the savings and impact of B20 on a commercial fleet.

Qualitative assessment results continued

Risk management

Climate change and climate-related regulatory and compliance risks are part of the Group's principal risk register.

Greenergy has welcomed the adoption of the TCFD framework to help guide development of the internal assessment of climate-related risks and opportunities. This assessment was undertaken in 2022 and the results have provided the Board and senior management with a more granular understanding of the drivers of climate-related risks.

Looking forward, this will be used to inform an ongoing review of the measures required to manage exposure and seize the associated opportunities.

Risk and opportunities identification and assessment process

In the first stage of the assessment, Greenergy held internal interviews to understand the effect of climate risks and opportunities in different parts of the business. Each identified transition risk, (including emerging regulatory requirements), physical climate risk, or related opportunity was qualitatively assessed and scored to understand the significance on the Group's strategic resilience.

For risks, a total score was determined as a function of three indicators: vulnerability, likelihood, and magnitude of impact. For opportunities, the total score was determined using two indicators: the size of the opportunity and the business' ability to execute based on existing strategic alignment and cost to realise the opportunity.

Each identified risk and opportunity were quantitatively assessed, score and ranks to understand the comparative significance to the business.

This scoring was repeated for each climate scenario and time horizons considered (see pages 24 to 28 for more information).

Risk controls

Greenergy incorporates climate factors into its risk management, and has taken action to avoid, mitigate and adapt to physical and transition risks.

Operational and major incident hazards, including those aggravated by climate change such as flooding or extreme temperatures, are identified, monitored and managed at site level, with support from the Process Integrity and Business Continuity Plan team.

Flooding is one of the main hazards faced by many of our terminals and plants which are coastal or riverside. The risks and associated mitigations are outlined and managed in our risk register.

The Group has also responded to transition risks, such as the adoption of an internal carbon price. This was reviewed in 2022, and set at £80 per tonne/CO_{2e} to reflect recent increases with the UK ETS cost. The carbon price has been incorporated into investment calculations and large capital decisions, and the Group is defining relevant metrics to drive its commitment to prioritise growth capital on projects that reduce emissions intensity.

Risk integration

Climate change and climate-related regulatory and compliance risks, such as biofuel supply obligations or the Renewable Transport Fuel Obligation (RTFO) scheme feature in the Group's principal risk register. Climate-related physical risks sit as risk drivers to the Business Continuity principal risk. Both form part of the Group's principal risk register.

Metrics and targets

Climate change is identified as a principal risk in recognition of low carbon transition impacts and potential physical impacts of climate change. Our climate impact assessment has provided a more granular understanding of risks and subsequently increased the comparative importance of climate change as a principal risk.

Greenergy monitors its performance across a range of absolute and intensity environmental indicators, which keeps the Group informed of and accountable for its environmental impact.

We measure operational (scope 1 and 2) GHG emissions as well as emissions from scope 3 relating to indirect emissions from business travel, waste and water for all UK plants, terminals and offices and other environmental metrics related to avoided emissions, water, energy, renewables, waste, and fuel-specific intensity metrics. In 2022, the Group prioritised the development of a more comprehensive scope 3 inventory (see page 19) and it is our intention to disclose all material scope 3 emission categories, including those related to emissions from the use of our products, alongside the adoption of the requirements for of the TCFD in 2023.

Greenergy has committed to achieving net zero by 2050 or sooner, and to attaining carbon neutrality of operational (scope 1 and 2) emissions by 2035, with an interim target to reduce gross emissions by 50% by 2030 against our 2020 baseline.

In line with our strategic commitment to supply low-carbon fuels and circular solutions, we have a target of helping our customers avoid 8m tCO_{2e} by 2030, and 12m tCO_{2e} by 2035, with our products, which we are on track to achieve.

Qualitative assessment results continued

The Science-based Targets Initiative (SBTi) is currently developing a new methodology for oil and gas companies to set science-based targets. Greenergy continue to monitor best practice and global industry standards for decarbonisation targets.

Greenergy’s alignment with TCFD cross-industry metrics

Greenergy has various KPIs that are used to report publicly and track internally but recognise the benefit of setting metrics that align with our most material risks and opportunities. The table below sets out our alignment with the TCFD recommended cross-industry metrics and our actions to improve our metrics and targets.

Next steps

In 2023, Greenergy will progress our alignment with the TCFD recommendations with a quantitative assessment of our priority risks and opportunities.

Metric category	Alignment and rationale
GHG emissions: absolute scope 1, scope 2, and scope 3; emissions intensity	Scope 1, scope 2, scope 3, tonnes CO ₂ e per cubic metre of product sold (scope 1 and 2), tonnes of CO ₂ e per employee, flights, train, car travel (metric tonnes), waste and water (metric tonnes), CO ₂ emissions by activity (renewables, retail, marketing, and supply – Europe, retail, marketing, and supply – Americas, Middle East). Greenergy have been reporting their GHG emissions since 2019. In 2022, we have incorporated in our internal reporting where our material risks and opportunities are connected to our GHG emissions. Please refer to page 19 for information on methodology used.
Transition risks: amount and extent of assets or business activities vulnerable to transition risks	Greenergy is looking to set metrics and risk management indicators to measure and monitor the extent to which our most material transition risks impact our business, and to monitor the management actions we are taking.
Physical risks: amount and extent of assets of business activities vulnerable to physical risks	Greenergy is looking to set metrics and risk management indicators to measure and monitor the extent to which our most material transition risks impact our business, and to monitor the management actions we are taking.
Climate-related opportunities: proportion of revenue, assets, or other business activities aligned with climate-related opportunities	Greenergy is looking to set metrics to measure and monitor the scale of the opportunities that align with our business activities.
Capital deployment: amount of capital expenditure, financing or investment deployed toward climate-related risks and opportunities	Greenergy is looking to set metrics for capital deployment following our forthcoming quantitative scenario analysis.
Internal carbon prices: price on each tonne of GHG emissions used internally by an organisation	Internal carbon price (£80 per tonne): Greenergy recently updated our internal carbon price which is used in decision making for new projects including decarbonisation and next generation projects.
Remuneration: proportion of executive management remuneration linked to climate considerations	Greenergy does not have a remuneration metric and does not anticipate setting one in the near-term.

Circular

Solving global waste challenges. As we look to net zero, we want to contribute to a circular economy, prioritising the reuse of wastes.

We understand our continued role in utilising the valuable resources and materials contained in waste.

Our focus is on broadening the range of waste feedstocks we use to create products that contribute to decarbonisation and a circular economy. We aim to identify opportunities for waste prevention across our own operations, and through the products we sell.

We are committed to:

- Repurposing waste to create low carbon or circular economy products
- Reducing the operational waste we generate
- Reducing the waste associated with the products and packaging sold by our retail sites
- Setting quantitative targets for our circular ambitions during 2023.

Our principles

- We will develop solutions that contribute to a circular economy whilst prioritising the reuse of waste
- We will reduce the waste generated by our operations, and the products we sell.

Since 2017,

100%

of our biodiesel manufactured has come from waste

83.7%

greenhouse gas saving from the fuel we have blended since 2018

79.8%

carbon savings from the biofuels we blend



Supporting UN SDG 12 – responsible consumption and production

We have the opportunity to contribute to a circular economy, prioritising the reuse of wastes. We recognise this as fundamental to achieving global climate targets. Our focus is on repurposing waste to create products that contribute to decarbonisation and a circular economy.

Creating advanced biofuels from waste

We seek to reduce the emissions from the fuel we supply whilst reducing the energy and resource requirements of our operations.

Since 2017,

100%

of our biodiesel manufactured has come from waste

Our priorities are:

Expand production and supply of waste-based biodiesel

Wherever possible, we blend biofuels derived from wastes because they deliver the greatest carbon benefit by having a lower land use impact than biofuels made from crops and not competing with food chains.

In order to secure our own supply of waste-derived biofuels, we continue to invest in improving the efficiency and capacity of our own manufacturing capability, operating three production plants. This allows us to expand our supply of waste-based biofuel to meet rising renewable fuel obligations and to reduce the emissions associated with that production.

Establish diverse and sustainable supply chains with robust certification systems

We continue to expand our purchase of used cooking oils from around the world as raw materials for our biodiesel manufacturing operations. We source not only in the UK and Europe, but also from countries where comparable biofuel incentives do not exist. In these countries, waste oils are often not disposed of responsibly resulting in significant potential health and environmental impacts.

In order to demonstrate the oils we use are from waste, we rely on robust supply chain certification processes that meet the International Sustainability and Carbon Certification (ISCC) standards. This process traces every litre of oil back to the specific restaurant or food producer.

Technological innovation is key to continuous improvement, and we are working with and investing in industry innovators such as Bioledger to improve the efficiency and integrity of data collection and reporting.

Develop next generation renewables

Our next generation projects focus on utilising different waste feedstocks such as used cooking oil, end-of-life tyres and plastics that can deliver a positive environmental impact by reducing waste entering landfill and turning waste into renewables. Repurposing waste products builds a circular economy, that will result in a diversified, low or no carbon, waste-to-value model.

Our GTT project and sustainable aviation fuel (SAF) projects currently under development will create new waste-to-value propositions. GTT will use end-of-life tyres to produce low carbon biofuels for transport and recovered carbon black that can be used in new tyre production. Our SAF project is the first of its kind in the UK to produce SAF from waste oils.

We continue to explore opportunities to develop next generation renewable solutions for transport, energy and circular economy and low carbon feedstocks.

> [Towards circularity, page 36](#)

Biofuels supplied

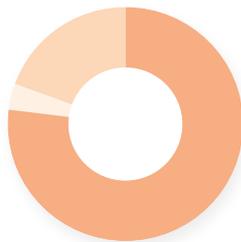
Since 2018, 93% of our total biodiesel sold has come from wastes.

Biodiesel

We purchase waste oils as feedstock for our biodiesel manufacturing activities and continually invest in technical enhancements to our plants, such as the expansion works currently underway in Amsterdam.

This gives us the ability to process a broader range of waste oils and fats, increasing raw material volumes and production capacity to meet growing demand for biodiesel. Whilst all of the biodiesel we produce is made from wastes, this year, we supplemented our blending with non-waste biodiesel.

Biodiesel blended into diesel supplied in the UK in 2022

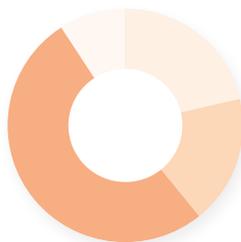


- Used cooking oil 77.01%
- Food waste 0.02%
- Other wastes 3.59%
- Other 19.38%

Bioethanol

Although we are not an ethanol producer, we work with innovative third-party manufacturers to maximise our use of waste-derived ethanol as a gasoline blend component.

Bioethanol blended into petrol supplied in the UK in 2022



- Sugar cane 21.61%
- Waste 17.58%
- Corn 51.7%
- Other 9.11%

Biofuels sustainability

We devote time and resources into sourcing low carbon biofuels.

79.8%
carbon savings from the biofuels we blend

Our priorities are:

Maximising the carbon savings from the biofuels we supply

Our aim is to achieve at least 70% carbon saving from the biofuels we blend. This is significantly above UK Government mandate of 55% and is a highly ambitious target.

We continue to work to maximise the carbon savings from the biofuel we blend by choosing biofuels from waste with higher carbon savings, and capturing detailed information to ensure traceability throughout the supply chain.

Where we do blend biofuels derived from crops, we ensure they are produced in accordance with approved biofuel sustainability standards.

Preventing land use change and protecting biodiversity

We obtain verifiable evidence on the origin and sustainability impact of every litre of biofuel we blend into our fuels. This complies with the EU Renewable Energy Directive (RED II) that prohibits use of crops grown on deforested land.

Choosing biofuels made from waste

To minimise land use change impacts and improve the emission savings of our biofuel, we use biofuels from wastes where possible.

We have carried out pioneering work with waste oil suppliers globally to demonstrate traceability back to the restaurant.

Creating sustainable supply chains

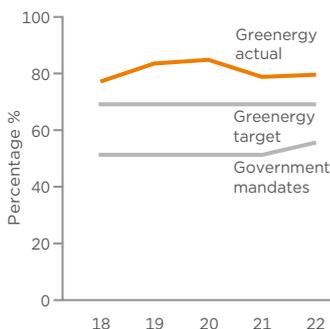
Since developing the first standard for Brazilian bioethanol in 2007, Greenergy has been an industry leader in the development of biofuel sustainability and traceability standards.

We continue to collaborate with NGOs, governments, and regulatory bodies, along with the agricultural waste management and oil industries to continuously improve audit standards. These standards are used to verify environmental sustainability and traceability through our global biofuel and raw material supply chains. This ensures that the biofuels we source deliver against our sustainability objectives. We continue to work with industry standard bodies and national biofuel regulators to help improve the quality of the certification process, and adapt to new biofuel supply chains.

Our audit programme ensures we have the most robust checks on biofuel procurement and production within the industry, and this year we conducted 47 independent audits of the biofuels we supplied.

As we continue to develop next generation renewables, our experience and expertise in traceability will ensure sustainable supply chains.

Carbon savings



Reducing wastes

We supply independent retailers as well as owning and operating our own forecourts in Ireland and Canada. Leveraging our unique supply chains, we provide our forecourt customers with reliable supply of quality fuels.

Our role

Our forecourts play an important role in our communities, providing convenience items, and in some Irish locations, fresh food, drinks, dry cleaning and postal services.

Our circular ambitions for our retail operations focus on reducing the waste associated with the products and packaging sold by our retail sites, alongside the reduction in the volume of operational waste we generate.

Reducing waste

In Ireland, we have been working to identify opportunities to reduce single-use items across our forecourts. We have switched the packaging used for fresh food to compostable packaging, reducing the single use plastics previously utilised. In addition, coffee cups have been replaced by compostable cups. We are also assessing opportunities to decrease store-level food wastes.

In Canada, we are progressing plans to pilot the use of refillable screen wash containers. The pilot aims to reduce the number of plastic containers which are used for the washer fluid.

We will continue to look for opportunities to reduce the waste associated with our operations and products, and will work throughout 2023 to set the baseline for our waste data to enable us to set meaningful and ambitious targets in this area.

> [Carbon emissions, page 19](#)



Simply Gas, Stoney Creek, Canada

Towards circularity

We have grown our business by collecting and transforming wastes to renewables. To meet net zero and support a circular economy, we are continuing to progress next generation waste projects.

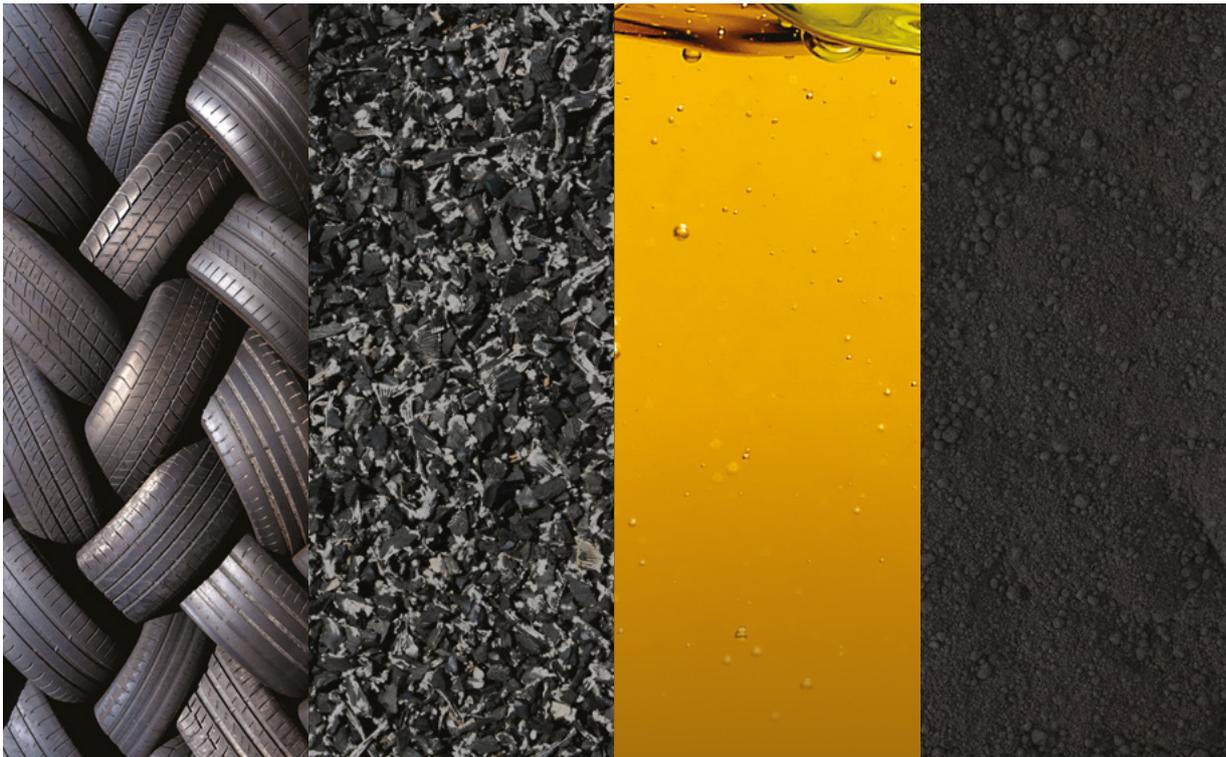
To deliver on our mission, we must embrace change through innovation. We are exploring further opportunities to develop waste-based renewables for transport, energy, and feedstocks including hydrogen, petrochemicals, plastics-to-plastics, and others.

By creating renewable fuels and other products from waste, we are solving waste disposal problems and creating lower carbon and no carbon products for the future and supporting a circular economy.

Currently in FEED phase, our end-of-life tyre project, GTT, will process 155,000 tonnes of shredded end-of-life tyres per annum. Producing development fuel diesel, renewable naphtha, renewable very low sulphur fuel oil (VLSFO) and recovered carbon black, a product that can be used in the circular economy to produce new tyres and other industrial rubber products.

When complete, the GTT project will also satisfy the UK Renewable Transport Fuel Obligation (RTFO) legislation that requires a growing percentage of biofuel to be classed as development fuels (dTRFCs) and exceed the greenhouse gas saving requirement of 65%.

We are also progressing our project to produce sustainable aviation fuel (SAF) from used cooking oil, with both GTT and our SAF projects to be located adjacent to our biodiesel plant on Teesside.



Colleagues

Our greatest resource is our people, and our success is the result of their continued dedication and commitment.

We are committed to:

- An innovative and inclusive workplace culture
- Attracting and retaining talent - current and future
- Ensuring each of our colleagues are highly engaged and committed to performing at their best to deliver our purpose.

Our principles

- We will strive to have a highly engaged, purpose driven, high performing workforce
- We will create a diverse and inclusive workplace with a fair, respectful and supportive culture
- We will enable our people to navigate the energy transition by providing them with future focussed knowledge and skills, alongside a continuous improvement mindset
- We will create opportunities for emerging and future talent, encouraging them to challenge our thinking and assist us in becoming future-ready
- We will create a safe and healthy working environment which supports employees' physical and mental wellbeing.

88%
of staff
reported they find their work meaningful

>1,800
employees globally

3
graduates
welcomed into the business

3
apprenticeships
completed and a further 12 underway



Supporting UN SDGs 4 and 10 - quality education and reduced inequalities.

Focussing on developing and supporting our people to increase the knowledge and skills required to challenge and innovate to create solutions that support the energy transition. We recognise the need to promote social and economic inclusion, ensuring equal opportunity and reducing inequalities. We are committed to promoting an inclusive, equitable and diverse workplace to enable our people can thrive.

Enabling our people to thrive

As our business continues to grow and expand, so does our headcount. In 2022, we employed over 1,800 people globally across eight regions in various office, infrastructure, haulage and retail roles (2021: 1,589).

Our workforce

We are committed to recruiting and developing our people to ensure we have the skills we need to safely deliver on our purpose to drive decarbonisation.

This means focusing on developing and supporting our people to equip our business with the right skills and capabilities, and also recruiting our future workforce to help ensure we have the skills we need. This will support a diverse and inclusive environment to allow different perspectives to thrive, and to safely deliver on our purpose.

Staff wellbeing

Our greatest asset is our people, and we are committed to creating a safe and healthy working environment that supports employees physical and mental wellbeing.

Our Wellness Committee, comprised of volunteers from across the Group, provides useful tools and resources to meet a wide range of personal health needs.

Our independent Employee Assistance Programme is available to all staff globally and their families. It offers confidential, free advice and counselling on a variety of workplace and personal issues, including debt and money worries, managing work-related pressure and legal guidance on personal matters.

To support our people amidst the increase in cost-of-living, tailored initiatives were introduced across the business such as one-off payments and access to an employee discount programme.

Diversity, Equity and Inclusion (DEI)

We attribute our success to our people and our DEI mission is to ensure all staff at Greenergy have a positive lived experience that is consistent with our shared values of respect, ownership, care, and integrity. It is this mission that is driving our work on DEI, centred upon policy and training.

The Greenergy culture is based upon respect, regardless of role, age, race, gender or any other societal typecast and creating an inclusive workplace where every individual feels they can be themselves.

Having employees from a variety of backgrounds helps us apply different perspectives to problem solving and allows us to continuously challenge and innovate. It also allows us to gain a better understanding of the communities in which we operate.

This year, we restructured our DEI Working Group and hosted Greenergy's first Inclusion Week, which saw staff from around the world take part in a variety of activities designed to ensure everyone at Greenergy is respected, valued and welcome.

Gender diversity as at 31 December 2022

F M

	F	M
All employees	505	1,306
Non-driver workforce	503	702
Leadership team	2	10

> Data sheets page 49

Case study

Employee survey

Following on from our employee survey in 2020, in September we launched an employee engagement survey across the entire Group, obtaining a 67% response rate. This is 5% higher than the survey conducted in 2020 and a positive result following the significant growth in headcount and business operations since 2020, and the first survey to include our Flexigrid drivers and retail businesses.

Of those who responded

- 84% report being satisfied with their jobs with 88% reporting they find their work meaningful
- 80% report having a strong sense of commitment to the organisation
- 80% feel their managers are approachable

- 76% feel the organisation is innovative and forward thinking
- 85% believe that sustainability is core to Greenergy's strategy, which is positively influencing engagement levels.

The survey also highlighted areas to develop, including leadership style, communication and teamwork, and organisational culture. Combined with the learnings from the focus groups undertaken in early 2023, the results and recommendations will help us to develop effective action plans that aim to enhance and improve employee engagement and their experience of working at Greenergy.

Enabling our people to thrive continued

Learning and development

We recognise that development and growth play a key role in retaining and attracting talent, and we are committed to offer ongoing learning opportunities across the business.

As an employer committed to ongoing learning and training, we have utilised the UK Apprenticeship Levy to provide opportunities across the business – both formal apprenticeships and also our Development Pathways programme.

During 2022, three of our colleagues completed their apprenticeships with a further twelve in progress within our plants and terminals. We also welcome three graduates in the London office who are completing different rotations around the business.

Development Pathways

In late 2021, we implemented a new capability programme to support career progression through a series of learning and development initiatives aligned to technical and professional development.

Development Pathways are externally recognised qualifications that have been built to help teams grow through knowledge, professional skills and behaviours.

Throughout 2022, we had fifteen employees participate in active pathways and achieve qualifications in: accounting and finance, IT, data and technical qualifications. We are looking to expand the pathways programme with further qualifications to offer a diverse range of learning opportunities at all levels in the future.

‘I have found this course very useful, and I have been able to use what I have learnt practically in my day-to-day role to provide meaningful data to the business. I feel the course has empowered me to continuously grow in my role.’ **Naomi Short**



Biodiesel plant, Immingham

Collaboration

We recognise that delivering solutions to global environmental and social challenges can be accelerated by working with others.

STEM-in-a-box pilot delivered to

270 children

at five schools

We are committed to:

- Actively engaging with key suppliers on responsible business practices and reduction of emissions
- Supporting our local communities, through charitable giving and educational partnerships/STEM programmes
- Working with others to accelerate delivery of our ESG goals.

Our principles

- We will partner with others to support decarbonisation and contribute to a circular economy whilst delivering against our net zero ambition (customers, JV's, suppliers, education, innovation and technology providers)
- We will develop meaningful relationships within the communities in which we operate, through employee-led charity programmes, and our education and STEM activities.

24 wheelchairs

built and donated to Giants Mavericks wheelchair basketball team

£188.5k

distributed to over 40 charities

>£300k

donated to the Disasters Emergency Committee to help fund food, water, shelter and protection in Ukraine



Supporting UN SDGs 17 and 8 - partnerships for the future and decent work and economic growth.

We understand the role of effective partnerships to support and accelerate the delivery of both environmental and social challenges. We are continually looking to increase opportunities to support our local communities and address the educational needs required to deliver the low-carbon transition.

Partnering to deliver change

Strategic partnerships with our stakeholders, including customers, and across the full value chain will enable us to work together and innovate. We aim to create opportunities, support local communities and address the educational needs required to deliver the low-carbon transition.

Supporting a STEM education

As a business committed to delivering change through innovation, we see science, technology, engineering and maths (STEM) education as an important tool to unlock opportunities and develop skills for the energy transition.

By engaging with local educational projects, we hope to demonstrate the opportunities in STEM, and support young people considering their futures.

STEM-in-a-box

Working with local primary schools, in September 2022 we launched STEM-in-a-box, an experience for children to experiment and explore different materials, including wastes, to make energy. Working with local schools, teachers are provided with educational videos, support materials and a box of materials needed for the experiment.

To date, 270 children have taken part in the programme, across five schools and nine classes.

Greenergy challenge

Focused on secondary schools, the Greenergy Challenge asks students to investigate energy saving projects within their school or academy. Ideas are submitted and reviewed by a panel of experts for viability to ensure they would be possible to deliver.

Successful projects will be initiated, and children invited to join teams to facilitate development. Supported by Greenergy's technical team, the challenge is designed to give students taking part something unique and different to incorporate into their CVs to help them stand out.



'The equipment was fantastic and really engaged the children especially as there was enough for everyone. It linked to a Y5 learning objective from the National Curriculum. Lots of scientific vocabulary.'

'The best elements of STEM-in-a-box were that all children were involved, and all the equipment was there.'

Case study

Working together for our communities

In 2022, we hosted both our European and North American conferences to bring our people together for the first time since the pandemic. With the considerable growth in our business, this was the first time many had met each other in person and the event centred on working together for greater impact.

At the European conference, team activities were designed to raise awareness of the challenges that those with disabilities face, and the importance of using other senses.

Each team was then tasked with building a wheelchair, with parts won through the completion of various challenges. The wheelchairs were then donated to Giants Mavericks Wheelchair Basketball team to enable more adults and children to take part in sport and make a meaningful contribution to our community.

Our colleagues in Canada built bikes that were donated to BGC Charlottetown & Montague, a local charity who provide safe, supportive places where children and youth can develop and experience new opportunities.



Partnering to deliver change continued

We partner with our communities to provide meaningful support to those that need it.

Charitable giving

Our charity programme empowers our staff to support our local communities. Rather than allocated charity spending at a corporate level, the allocation is determined by employees across the group and supported by our Charity Committee.

In response to the humanitarian crisis in Ukraine, we donated over half of our 2022 charity budget to the Disasters Emergency Committee to help fund food, water, shelter, healthcare and protection. A further donation of £111,500 was also made at a corporate level.

Of our remaining charity budget, £188,500 was donated to forty charities around the world, with a direct identifiable human benefit.

Commercial charity activities

In Ireland, Inver's *Leading Lights* programme supports organisations that make an impact on children, education and families close to Inver forecourt locations. In 2022, the programme donated €68k to 94 Irish charities and community organisations.

Through matched giving with our customers, our retail forecourts in Ireland and Canada raised a further €28k and C\$66k respectively for the Disasters Emergency Committee to provide support in Ukraine.



ESG governance

Our governance framework is integral to our success as we work to create sustainable long-term value and deliver on our mission.

The Group’s purpose is to drive transport decarbonisation through continued leadership in waste-derived renewables. We do this by evolving our supply chain, retaining strong customer relationships, delivering change through innovation, acting responsibly and being accountable.

Our purpose and mission includes the way we do business, our interactions with our stakeholders, our approach to governance and is underpinned by our values and culture.

> **Our Governance structure for climate-related matters, see page 23**

Board oversight

The Board has oversight of climate and other ESG related issues with support from the ESG, Process Integrity, Ethics, Audit and Risk Committees, who all play an important role in the identification, assessment, and management of risks across the business. During December 2022, the Board also took part in a dedicated ESG session which included a climate risks and opportunities education session.

The ESG Committee, chaired by the Chief Operating Officer, is responsible for reviewing and guiding the formulation of the Group’s ESG policies and strategies.

The Committee meets on a quarterly basis and membership includes one non-executive director, the CEO and the CFO. The Chair of the ESG Committee keeps the Board informed of all relevant ESG issues (and associated actions) at Board meetings as a key strategic theme on a quarterly basis.

Throughout 2022, the ESG Committee played a key role in the development of the new ESG strategy for Greenergy, the first-year response to TCFD, and the update and expansion of our emissions reporting.

2022 Board and Committee activities

Responsible business		
Process integrity (PI)	The Board observed challenges of integrating new business units to Greenergy’s culture of PI reporting and supported the following actions.	A targeted campaign across all sites and office locations to reiterate the importance of health and safety and encourage an open and honest culture of reporting. Increased management presence and safety walks to be undertaken by the Leadership Team.
Climate		
Taskforce for Climate Related Financial Disclosures (TCFD)	The Board discussed the requirements of TCFD and completed a specific awareness session on the process undertaken by the business in 2022 to complete qualitative assessments. The ESG Committee reviewed the benchmarking analysis, and reviewed the level of compliance with the TCFD framework throughout the year.	A gap analysis was completed against FRC and TCFD implementation guides and the Board considered the findings. The Board discussed climate scenario modelling and reviewed the TCFD qualitative scenarios analysis work.

ESG governance continued

2022 Board and Committee activities continued

Climate continued		
Emissions reporting	The business continues to use guidance from the GHG Protocol and the Science Based Targets Initiative to ensure our approach to emissions reduction measures and associated reporting aligns with best practice, and increasing stakeholder expectations.	<p>The ESG Committee proposed the expansion of scope 3 emissions reporting and the introduction of an internal carbon price to the Board. The Board discussed and approved the updated approach to emissions reporting and expansion of scope 3 greenhouse gas data reporting.</p> <p>The Board approved the internal carbon price and the approach we will take to review the price in future.</p>
Colleagues		
Inflationary pressures and cost of living	With over 1,800 employees, people remain the biggest asset of Greenergy. With rising inflation and cost-of-living crisis, consideration was given to how the business could support our employees during this period.	<p>The executive directors and Head of HR discussed and considered how the business could support its employees through the cost-of-living crisis and rising inflationary pressures.</p> <p>The Group's Remuneration Committee approved a cost-of-living support and initiatives for our employees.</p>
Governance		
ESG framework and reporting	The ESG Committee, comprising both executive and non-executive directors, is mandated to articulate Greenergy's strategy for environment, social and governance – including our climate change policy and strategy.	<p>The Board discussed and approved the updated ESG strategy framework, including material areas of focus and ambition levels.</p> <p>The Board approved moving to an ESG report aligned with the new strategy.</p>

Please refer to our Corporate Governance Report for further detail on Board activities and decisions.

Management role

ESG and climate-related responsibilities are integrated throughout the management and operations of our business.

At management level, climate change issues and performance, as well as the development and implementation of the Group's ESG strategy including climate matters, are the responsibility of the ESG Team. The team report directly to the CEO, and are core members of the ESG Committee. The ESG Team is responsible for working with key functions across the Group to support the delivery of agreed ESG strategy and targets.

The ESG Team also engages with government bodies and trade

associations to identify existing and emerging regulatory requirements.

The business is supported by four cross-functional and geography working groups and committees, who drive engagement activity at a local level, and support development and roll out of programmes and initiatives:

ESG

Supports the ESG Committee and ESG Team in the development of ESG strategy and acts as a conduit for information across the Group.

Diversity, Equity and Inclusion

Provision of leadership and support to develop and implement the Group's DEI strategy.

Wellness

Supporting Greenergy employees by promoting health needs and developing a positive culture, focused on celebrating and improving the quality of life of our people.

Charity

Supporting the Group to deliver charitable giving programmes and educational partnerships which support our local communities.

Policy

The business has a number of core policies and standards to support the Governance of ESG issues, to deliver the ESG strategy and to guide business-specific requirements.

Data sheets

	2022	2021
Group KPIs		
Haulage fleet – miles per gallon	9.19	9.20
Safety record (incident rate per 100,000 hours works)		
Fatalities	0	0
Reportable events	0	0.1
Reportable injuries	0.2	0.1
Lost time injuries	0.6	0.6
Minor injuries	1.0	1.3
Near misses	4.5	3.9
Hazard observations	137.2	154.3
Hours worked	4,203,198	3,346,649
Process Integrity (SHEQ) audits		
Number conducted annually	102	106
Environment		
Tonnes CO₂e emissions for the company and subsidiaries		
Scope 1 – direct emissions from operations	69,318	76,419
Scope 2 – indirect emissions, location based	8,820	8,647
Scope 2 – indirect emissions, market based	1,498	3,581
Scope 3 – indirect emissions	48,533,957	49,571,546
Total emissions, location based¹	48,612,095	49,656,612
Total emissions, market based²	48,604,773	49,651,546

Methodology

Conversions from Greenergy operational data have been calculated in accordance with the Defra Conversion Factors 2022 (version 2.0 expiry 7 June 2023).

We have included all emissions classified in scope 1 (fuel combustion, company vehicles and fugitive emissions) and scope 2 (purchased electricity) of the Greenhouse Gas (GHG) Protocol – a Corporate Accounting and Reporting Standard. Scope 3 emissions reported include purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transportations and distribution, waste disposal, business travel, (employee commuting), upstream leased assets, use of sold products and investments. Other scope 3 categories have been assessed as not applicable. This reporting is in alignment with the GHG Protocol 'Corporate Value Chain (scope 3) Accounting and Reporting Standard'.

KWh figures follow same methodology as CO₂e calculations, using conversion factor where necessary.

¹ Market based method reflects emissions from electricity specifically chosen, for example from the purchase of renewable energy.

² Location based method of calculating emissions reflecting the average emissions intensity of grids on which energy consumption occurs.

Data sheets *continued*

	2022	2021
Environment <i>continued</i>		
Tonnes CO₂e emissions for the company and subsidiaries		
Scope 3 - indirect emissions	48,533,957	49,571,546
Category 1 - purchased goods and services	17,673	14,464
Category 2 - capital goods	1,251	1,129
Category 3 - fuel and energy-related activities	477	567
Category 4 - upstream transportation and distribution	719,885	520,664
Category 5 - waste generated in operations	9	23
Category 6 - business travel	324	104
Category 7 - employee commuting	777	763
Category 8 - upstream leased assets	9,897	8,171
Category 9 - downstream transportation and distribution	733,290	838,326
Category 10 - processing of sold products	NA	NA
Category 11 - use of sold products	47,048,143	48,184,902
Category 12 - end-of-life treatment of sold products	NA	NA
Category 13 - downstream leased assets	NA	NA
Category 14 - franchises	NA	NA
Category 15 - investments	2,231	2,433
Total emissions - location based¹	48,612,095	49,656,612
Total emissions - market based²	48,604,773	49,651,546
Tonnes operational CO₂e emissions by activity		
Plants	42,787	54,613
Haulage	23,712	20,980
Retail	3,157	2,564
Terminals	1,090	1,793
Office	70	50
Internal carbon price	£80/tCO₂e	NA

¹ Market based method reflects emissions from electricity specifically chosen, for example from the purchase of renewable energy.

² Location based method of calculating emissions reflecting the average emissions intensity of grids on which energy consumption occurs.

Data sheets continued

	2022	2021
Energy consumption by type (MWh)		
Non-renewable fuel	94,571,348	83,761,061
Renewable fuel	5,597,163	5,222,695
Non-renewable electricity	6,314,894	11,835,256
Renewable electricity	29,477,378	23,806,808
Non-renewable heat	232,830,539	285,495,126
Renewable heat (biogas)	20,463,553	-
Total non-renewable energy	333,716,781	381,091,443
Total renewable energy	55,538,094	29,028,503
Total energy consumption	389,254,875	410,119,946
Water (m³)		
Water use/consumption	571,157	604,278
Waste (metric tonnes)		
Total waste	43,883	31,993
Waste diverted from landfill	42,701	21,258
Renewables		
Biofuel supply chain audits	47	42
Biofuel carbon saving (%)	79.75%	79.18%
Biodiesel blends (%)		
Used Cooking Oil (UCO)	77.01	99.67
Food waste	0.02	0.02
Other wastes	3.59	0.31
Other	19.38	-
Bioethanol blends (%)		
Waste materials	17.58	28.45
Corn	51.7	56.95
Sugar cane	21.61	5.67
Other	9.11	8.93

Data sheets continued

	2022	2021
Our people		
Group workforce		
Gender ratio (M:F)		
All employees	1,306:505	1,127:462
Non-driver workforce	702:503	621:461
Senior management	34:9	36:8
Leadership team	10:2	10:2
Executive Directors	3:0	3:0
Employee numbers by region		
UK	1,160	1,047
Ireland	309	226
Asia	11	15
Netherlands	38	36
Canada	245	222
USA	4	4
Brazil	10	10
India	34	29
Employee numbers by type		
Office	571	508
Drivers	606	472
Infrastructure	214	232
Retail	420	123
Age¹		
<19	0.9%	0.7%
20 - 29	10.1%	10.9%
30 - 39	23.2%	24.8%
40 - 49	27.2%	27.8%
50 - 59	28.6%	26.5%
60 - 69	9.6%	9.1%
>70	0.4%	0.2%

¹ Age reflects UK based staff only.

Data sheets *continued*

	2022	2021
Unions		
Number of people affiliated with a union	578	482
Training		
Different courses available	255	351
Total of hours training – including drivers	48,047	32,823
Total of hours training – excluding drivers	16,511	10,395
Total number of courses completed	15,381	14,745
Health, safety, security and environment training hours – including drivers	38,110	26,453
Health, safety, security and environment training hours – excluding drivers	6,574	4,025
Charity		
Greenergy Charity Programme (includes portion for the Disasters Emergency Committee [DEC])	£377,000	£377,000
Corporate donation to DEC for Ukraine	£111,500	NA
Retail donations to DEC (Canada)	C\$66,000	NA
Retail donations to DEC (Ireland)	€28,000	NA
Inver Leading Lights community investment (Ireland)	€68,000	€54,000

Accreditations

Award, ranking or certification	Company/entity	Awarding organisation	Country of certification	Year received	Valid until
Driver and Vehicle Standard Agency earned recognition	Greenergy Flexigrid Limited	DVSA	United Kingdom	2020 cont. 2021	2024
Fleet Operator Recognition Scheme - Bronze	Greenergy Flexigrid Limited	FORS	United Kingdom	2020 cont. 2021	2024
Fleet Operator Recognition Scheme - Silver	Greenergy Flexigrid Limited - Northampton	FORS	United Kingdom	2023	2024
ISCC (International Sustainability and Carbon Certification)	Greenergy Biofuels Limited	Control Union Certifications Germany GmbH	United Kingdom	15 November 2022	14 November 2023
ISCC (International Sustainability and Carbon Certification)	Greenergy Biofuels Teesside Limited	Control Union Certifications Germany GmbH	United Kingdom	12 August 2022	11 August 2023
ISCC (International Sustainability and Carbon Certification)	Greenergy Biofuels Amsterdam BV	Control Union Certifications Germany GmbH	Netherlands	5 December 2022	4 December 2023
ISCC (International Sustainability and Carbon Certification)	Greenergy Fuels Limited	Control Union Certifications Germany GmbH	United Kingdom	15 November 2022	14 November 2023
ISCC (International Sustainability and Carbon Certification)	Greenergy Rexion PTE Limited	PT. Mutuagung Lestari	Indonesia	8 September 2022	7 September 2023
ISCC (International Sustainability and Carbon Certification)	Greenergy Fuels Spain S.L.	Control Union Poland Sp z o.o.	Spain	29 July 2022	28 July 2023
ISCC (International Sustainability and Carbon Certification)	Greenergy USA Inc.	Control Union Certifications Germany GmbH	Germany	7 May 2022	6 May 2023
Renewable Fuels Assurance Scheme	Greenergy Fuels Limited	Zemo Partnership	United Kingdom	1 June 2022	31 May 2023 new certificate to come
Italian National Sustainability Certification Scheme for Biofuels and Bioliquids	Greenergy Fuels Limited	SGS	Italy	22 December 2022	29 September 2025
Italian National Sustainability Certification Scheme for Biofuels and Bioliquids	Greenergy Biofuels Amsterdam BV	SGS	Italy	22 December 2022	29 September 2025
ISO 9001:2015	Greenergy Flexigrid Limited	WQA	United Kingdom	2022	2025
ISO 14001:2015	Greenergy Flexigrid Limited	WQA	United Kingdom	2022	2025
ISO 45001:2018	Greenergy Flexigrid Limited	WQA	United Kingdom	2022	2025
ISO 9001:2015	Greenergy International Limited	SGS	United Kingdom	2021	2024
ISO 9001:2015	Greenergy Terminals Limited	SGS	United Kingdom	2021	2024

Accreditations continued

Award, ranking or certification	Company/entity	Awarding organisation	Country of certification	Year received	Valid until
ISO 14001:2015 ISO 9001:2015 OHSAS 18001:2007 (now ISO 45001:2018)	Greenergy Biofuels Teesside Limited and Greenergy Biofuels Limited (integrated management system)	Lloyds Register (LRQA)	United Kingdom	2022	2025
ISO 17025:2017	Greenergy Biofuels Teesside Limited	UKAS	United Kingdom	2022	2025
RoSPA Highly Commended in the Manufacturing Industry Sector Award	Greenergy Biofuels Limited (Immingham and Teesside)	Royal Society for the Prevention of Accidents	United Kingdom	2023	2023
RoSPA President's (10 consecutive Gold) Award	Greenergy Terminals Limited	Royal Society for the Prevention of Accidents	United Kingdom	2023	2023

Greenergy

198 High Holborn, London WC1V 7BD, UK

For more information visit

www.greenergy.com

