

ESG Annual Report

2022



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ESG at Peritus

Peritus International is committed to developing an Environmental, Social and Governance (ESG) strategy, that will be sustainable and effective, and will benefit all of our stakeholders.

Formed in 2010, Peritus is a global engineering services provider and consultant to the energy industry. Peritus has a global presence with offices in Houston, Perth, Kuala Lumpur and Woking (London).

In September 2021 Peritus became a signatory of the UN Global Compact and we are committed to upholding its principles and playing our part in meeting the Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Peritus has assessed which of the SDGs are most relevant to the company and its stakeholders (employees, owners, clients and society) and have identified the following five aspects as key to our operation:

TOP 5

1. Energy Transition
2. Employee Health, Safety & Wellbeing
3. Diversity & Inclusion
4. Business Ethics
5. Economic Performance



ESG at Peritus

ENVIRONMENT

“Business as usual” is no longer an option and Peritus is committed to embracing the change.

We are using our skills to support the energy transition. Our expertise is increasingly being applied to offshore floating wind and solar projects. Carbon capture and storage projects depend on the advanced skills we offer in pipeline design. Our business practices are under constant scrutiny to eliminate waste and reduce our carbon footprint. We are in the process of incorporating the requirements of ISO 14001 into our management system.

SOCIAL

Peritus promotes a positive, supportive environment for our employees.

Programmes are in place to promote healthy lifestyles and good mental health. We have had zero lost-time incidents (LTIs) in the past 12 years, and we aim to keep it that way. Our people participate in charitable activities, both local and national with the active support of Peritus.

GOVERNANCE

Honesty and fairness are central to the way we do business.

All employees undergo ethics and anti-corruption training and we have strict policies in place to ensure ethical behaviour. We are proud to have a diverse workforce and our recruitment practices are based on selecting the best people, irrespective of race, gender or sexual orientation.

GOALS AND TARGETS

- Aligning our Environmental Management System (EMS) with ISO14001
- Reducing the carbon footprint of our activities
- Ensuring we have a safe and supportive environment
- Continuing to publish an ESG Report each year
- Renewables - planned growth targeted
- Mental Health - training plan in place
- Governance - training plan in place
- LTIs - maintain zero incidents
- Workforce - non-discriminatory hiring policy



THE GLOBAL GOALS

Key Highlights



12

Renewable Energy
bids this year



100%

of staff offered Mental
Health Training



0

Lost Time Incidents
EVER



100%

Committed to ensuring
100% of staff, clients and
suppliers are treated fairly

A Message from our Managing Director

*"We offer a range
of skills that we
are using to
advance the
energy transition"*

We live in a changing world, with new problems requiring new solutions.

Peritus wants to be part of the solution.

On a technical level, we offer a range of skills that we are using to advance the energy transition, helping make floating wind, hydrogen transportation and carbon capture and storage a success. Also, our expertise helps minimise the carbon footprint of more traditional developments.

Our commitment to sustainability is reflected in the way we do business, determined to achieve the highest ethical standards, promote the wellbeing of our workforce and our community, and contributing to society as a whole.

We want our children and grandchildren to be proud of what we have achieved.



A handwritten signature in black ink, which appears to read "Ian Nash".

Ian Nash, Peritus Managing Director

Environment

Peritus is always striving to increase its positive impact on the environment. This is not just limited to ensuring 'green' internal processes, but also our determination to be leading offshore service providers to the Renewable Energy sector.

Sustainable Development Goals (SDGs)

7 AFFORDABLE AND
CLEAN ENERGY



The aims of this SDG include:

- Increase renewable energy
- Improve energy efficiency

Our Initiatives

SDG Aim

Activity / Target

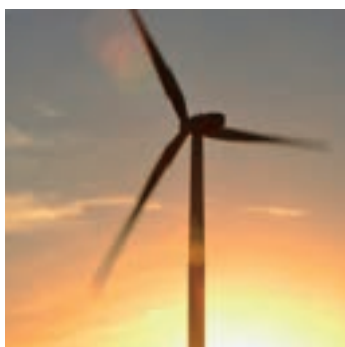
Increase Renewable Energy

- Renewable Energy KPI of 12 bids per year minimum, and achieve 10% of base revenue

Other Activity

Environmental Management Systems

Peritus is strengthening its internal Environmental Management Systems to bring them in line with the ISO14001.



CASE STUDY - Fit for Offshore Renewables (F4OR)

- Peritus achieved F4OR accreditation with Offshore Renewable Energy Catapult (OREC), the UK's leading technology innovation and research centre for offshore renewable energy
- Since gaining accreditation, Peritus has worked with OREC on a dynamic cables project for floating offshore wind



CASE STUDY - Cable Stability Expertise

- Peritus' expertise in subsea cable stability has been developed by involvement in joint industry projects and the new BSI 10009 standard which is due to be released shortly
- This cable expertise has been utilised in offshore wind projects for RWE, Pacifico Energy and EDF

Social

Peritus strives to create a workplace where people are empowered to contribute to the best of their ability to the team, to feel included and valued. We want the world to be improved by our actions, both as engineers and as members of society.

Sustainable Development Goals (SDGs)

3 GOOD HEALTH AND WELL-BEING



The aims of this SDG include:

- Universal health coverage
- Good mental health & well-being
- Prevent substance abuse

10 REDUCED INEQUALITIES



The aims of this SDG include:

- Equal opportunities
- Human rights
- Inclusion & decent pay for all

Our Initiatives

SDG Aim

Activity / Target

Good Mental Health and Well-being

- Mental Health Awareness raising and training
- Mental Health focus group
- Information posted on intranet and physical noticeboard
- Office environment improvements
- Twice yearly confidential employee surveys
- Regular challenges to promote health and team cohesion

Equal Opportunities

- Review and, where necessary, ensure that the wording of our HR and recruitment procedures reflect our fair hiring and promotion policies



CASE STUDY - Improved Office Environment

- To make the transition back to the office post-lockdown a bit easier for staff, an evaluation was done on the office environment and working conditions
- The company now offers staff more free beverages and snacks, including daily fruit. The company has also provided various new kitchen appliances and utensils for staff to use



CASE STUDY - The 'On Your Bike!' Challenge

- Staff were encouraged to set themselves a bike-related goal during Bike Week, which they had to announce by pinning to the noticeboard in the lunchroom. If they then achieved their goal during that week, their name would be put into a hat and a winner picked at random to receive a prize which would be given out at the next Town Hall meeting
- The challenge encouraged staff to do something both fun and good for their health, and got the staff involved in a friendly competition which helped build team cohesion

Governance

As a company, we can only achieve our aims by operating in a profitable and ethical manner. Our systems are under constant review to ensure that we maintain the highest standards at all times.

Sustainable Development Goals (SDGs)

8 DECENT WORK AND ECONOMIC GROWTH



The aims of this SDG include:

- Safe & secure working environments
- Labour rights
- Fair & equal pay
- Reduce unemployment

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



The aims of this SDG include:

- Reduce violence, corruption & bribery
- Protect children
- Transparency
- Access to justice for all

Our Initiatives

SDG Aim

Reduce violence, corruption & bribery

Activity / Target

- Anti corruption and bribery staff training



CASE STUDY - Authorisation System

- Peritus has a comprehensive authorisation system that ensures that the risks associated with any piece of work are fully evaluated before it can be tendered



CASE STUDY - Training & Whistleblowing

- All employees are trained in anti-corruption and anti-bribery practices
- Staff are aware that whistle-blowers are protected, to ensure openness at all levels

Next Steps

This is Peritus' first Sustainability Document. We realise that we have a long way to go, but we believe our commitment to sustainability can make a difference to the development of the company, to the lives of our employees and to society as a whole. Our progress will be documented in future publications.

01 Support the Energy Transition

Peritus will continue to grow its share of work in support of low-carbon solutions.

02 Support Our People

Put in place programmes that protect and develop our physical and mental health and support professional development.

03 Build on Our Strengths

Maintain our commitment to integrity, honesty and fairness by continuing to review our working practices and procedures.





Engineering Offshore Energy Solutions

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