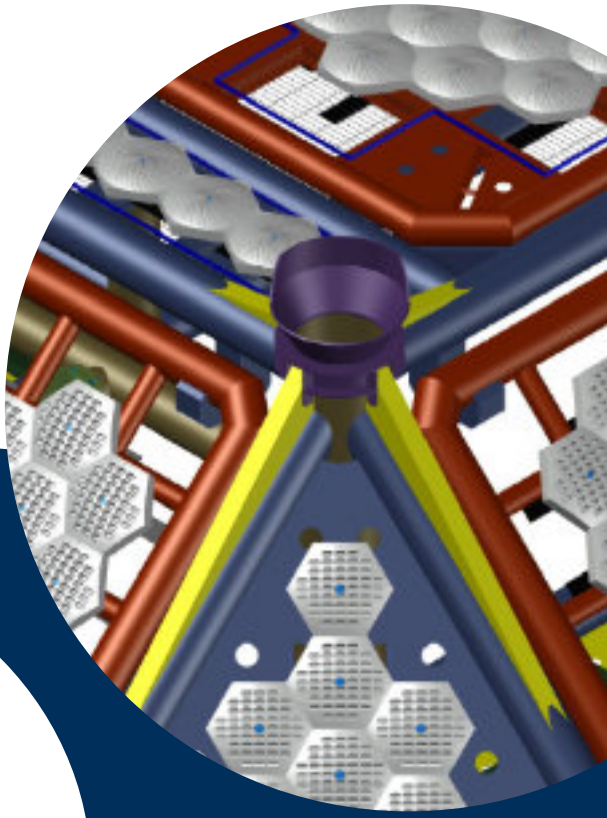
ESG Annual Report

2026



Peritus

www.peritusint.com

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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. We have a presence in Houston, Perth, Kuala Lumpur, Woking (London) and Aberdeen.

In September 2021 Peritus committed to the UN Global Compact and to upholding its principles and playing our part in meeting the Sustainable Development Goals (SDGs).

This is our fifth annual ESG Report and covers the 12 months ending 31 August 2026.

SUSTAINABLE DEVELOPMENT GOALS

As part of the development of our ESG strategy, Peritus assessed which of the SDGs are most relevant to the company and its stakeholders (employees, owners, clients and society). We have identified the following five priorities as being key to delivering our ESG Strategy:

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) since the company started in 2009, 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.

Key Highlights

Energy

Continued delivery of energy transition projects

Wellbeing

Top 25% of companies for staff wellbeing

Safety

Zero lost time incidents - EVER

Ethics

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

A message from our Managing Director

This is the fifth year in which we have produced our ESG report.

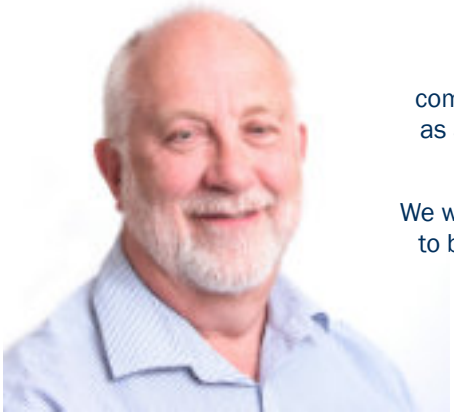
I'm happy to say that we have made progress in each of the areas we identified as key to our business.

"We continue to use our skills to advance the energy transition"

While the majority of our work is still in traditional developments, we continue to use our skills to advance the energy transition, across floating wind, hydrogen transportation and carbon capture and storage. 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. These values are reflected in this document.

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



Ian Nash, Peritus Managing Director

Environmental

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.

PROJECT ACTIVITIES

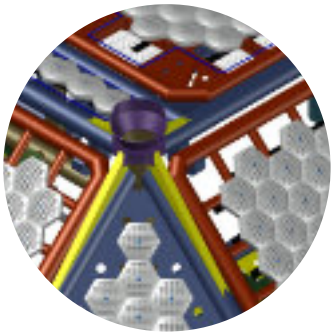
Our involvement in energy transition projects provides a significant opportunity to make a positive environmental contribution. We continue to expand our work in this area.

Through careful project planning and robust engineering design, we seek to deliver environmental benefits while minimising the risk of adverse environmental impacts.

Our approach includes:

- Maintaining the integrity and quality of our designs
- Complying with applicable national and international legislation, regulations and relevant design standards
- Meeting client-specific environmental requirements
- Incorporating Nature Inclusive Design principles wherever practicable
- Continually enhancing the environmental knowledge and expertise of our engineers

...we incorporate nature inclusive design principles wherever practicable...



OFFICE RELATED ACTIVITIES

While our project work can influence environmental outcomes across a broad range of sectors, we have more direct control over the environmental impacts associated with our day-to-day office operations. Our most significant environmental aspects are:

- Energy consumption
- Waste management and recycling
- Employee commuting and business travel

Energy Consumption

Many aspects of energy use are managed through the buildings we occupy. Nevertheless, we are committed to reducing our consumption wherever possible through:

- Implementing office switch-off procedures
- Using energy-efficient lighting
- Purchasing energy-efficient equipment where practical and cost-effective

Waste and Recycling

We have significantly reduced our reliance on paper through a digital-first approach to working. Where paper products are required, we prioritise recycled materials and ensure that the majority of paper waste is segregated for recycling.

We actively minimise the use of single-use plastics and, where plastic products are required, seek recycled alternatives wherever possible.

Office waste is segregated in accordance with building management arrangements, including recycling, food waste, general waste and electronic waste streams. We monitor waste volumes and recycling performance to identify opportunities for continuous improvement.

Commuting and Business Travel

We support lower-carbon commuting through a range of initiatives, including hybrid working, video conferencing and participation in the Cycle to Work scheme.

During the reporting year, we strengthened our monitoring of business travel and improved the calculation of associated carbon emissions. We also updated our travel guidance to encourage employees to consider lower-carbon travel options when planning business journeys.

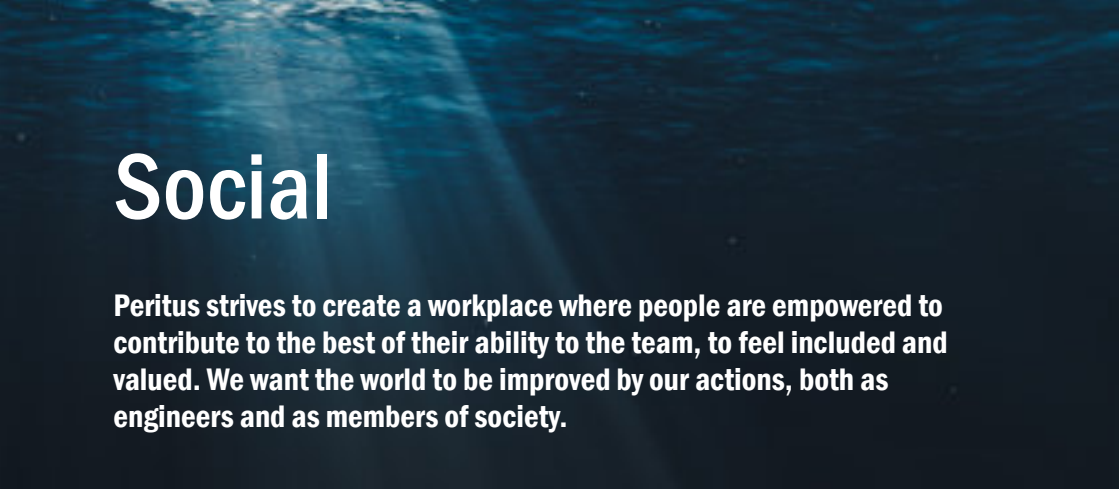
...we strengthened our monitoring of business travel and improved the calculation of associated carbon emissions...

ENVIRONMENTAL TARGETS

We are developing our Environmental Management System with the objective of achieving certification to ISO 14001.

To measure progress and drive continual improvement, we have established key performance indicators in the following areas:

- Growth of our work within the energy transition sector
- Maintaining our record of zero environmental incidents
- Office energy consumption
- Waste management and recycling performance
- Business travel emissions



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.

HEALTH, SAFETY AND WELLBEING

The health, safety and wellbeing of our employees, clients and all those affected by our work are fundamental to our business. We are proud to have maintained a record of zero lost-time injuries throughout our history.

Supporting employee wellbeing is a key priority, and we promote a healthy and positive working environment through a range of initiatives, including:

- Flexible and hybrid working arrangements
- Financial support for gym memberships
- A positive and supportive workplace culture
- Support for employee social activities and charitable fundraising

To maintain high standards of health and safety, we deliver an annual programme of health, safety and wellbeing training, ensuring that mandatory training, including fire safety and first aid, remains current and effective.

We also conduct an annual employee wellbeing survey using the Health and Safety Executive's Stress Indicator Tool. The results help us identify areas for improvement and develop targeted actions to support employee wellbeing.

LEARNING AND DEVELOPMENT

We are committed to supporting the professional growth and development of our employees. Through our annual appraisal process, we assess competencies, review performance and identify individual development and training needs.

We encourage continuous professional development across all levels of the business and support employees in developing the skills and knowledge required for both current and future roles.

During the reporting year, we welcomed our first Engineering Apprentice, reflecting our commitment to investing in future engineering talent and broadening entry routes into the profession.

...we have welcomed our first Engineering Apprentice...

DIVERSITY, EQUITY AND INCLUSION

We are committed to creating a workplace where everyone is treated with dignity and respect and has the opportunity to thrive. Our Equal Opportunities Policy outlines our commitment to maintaining a working environment free from discrimination, harassment, bullying, aggression and violence.

We strive to ensure that our recruitment and selection processes are inclusive and accessible. To attract candidates from a diverse range of backgrounds, we advertise vacancies through a variety of channels, use clear and unbiased job descriptions, and seek to minimise unconscious bias throughout the recruitment process. For example, we successfully broadened our recruitment approach by advertising a technical role through additional platforms, helping us reach a wider candidate pool.

We monitor applicant diversity, conduct annual employee surveys and undertake exit interviews to better understand employee experiences and identify opportunities for improvement.

We are also committed to fostering a culture of psychological safety, where employees feel confident sharing ideas, raising concerns and challenging existing approaches. To support this, we have delivered training and awareness initiatives focused on psychological safety and inclusive behaviours across the organisation.

COMMUNITY ENGAGEMENT

We recognise the importance of supporting the communities in which we operate and encouraging our employees to make a positive contribution.

We support charitable fundraising initiatives led by our employees and offer matched funding to help maximise the impact of their efforts.

We are also committed to inspiring and developing future generations of engineers. We provide work experience opportunities for local students and, over the past two years, have hosted educational visits for local school groups, helping young people gain a better understanding of the engineering profession and the work we undertake.

SOCIAL TARGETS

To monitor our social performance and support continuous improvement, we have established key performance indicators in the following areas:

- Accident and injury rates, including maintaining our record of zero lost-time injuries
- Completion of health and safety risk assessments, inspections and compliance activities in accordance with our annual programme
- Employee wellbeing and engagement, as measured through our annual staff survey

...we have hosted educational visits for local school groups...

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.

BUSINESS ETHICS

We are committed to conducting our business with integrity, transparency and accountability. Our governance framework is underpinned by a range of policies that set out our expectations for ethical behaviour and compliance with applicable laws and regulations.

These include:

- Code of Conduct
- Code of Ethics
- Anti-Bribery and Corruption Policy
- Fraud Prevention Policy

All employees receive training on these topics as part of their induction and ongoing professional development, helping to ensure that ethical standards are understood and consistently applied throughout the organisation.

...we are committed to conducting our business with integrity, transparency and accountability...

RESPONSIBLE PROCUREMENT

As a small and medium-sized enterprise (SME), we maintain a relatively focused supply chain and are committed to procuring goods and services responsibly.

Where practical, we seek to work with local suppliers and organisations that demonstrate strong environmental, social and governance practices. We undertake proportionate reviews of key suppliers and seek to build long-term relationships based on trust, transparency, ethical conduct and shared values.

As our ESG programme continues to develop, we will further strengthen our understanding of supply chain sustainability risks and opportunities.

...we seek to build long-term relationships based on trust, transparency, ethical conduct and shared values...

WHISTLEBLOWING

We are committed to fostering a culture of openness, honesty and accountability, where employees feel confident raising concerns without fear of retaliation.

A formal and confidential whistleblowing channel is available through our parent company's whistleblowing portal, enabling employees and other stakeholders to report concerns relating to unethical behaviour, misconduct, legal compliance or other matters requiring investigation.

All concerns raised are treated seriously and investigated appropriately in accordance with established procedures.

DATA PROTECTION AND CYBER SECURITY

We are committed to protecting the personal data entrusted to us and maintaining high standards of information security.

Personal data is processed in accordance with applicable data protection legislation, including the UK General Data Protection Regulation (UK GDPR). We are committed to ensuring that personal data is handled fairly, securely and transparently, while respecting individuals' rights and responding appropriately to requests relating to personal information.

To support information security and business resilience, we maintain procedures covering:

- User access and security controls
- Data protection and information security
- Data backup and recovery
- Business continuity and disaster recovery

Our Business Continuity Management arrangements include a comprehensive disaster recovery plan designed to support information system availability, data integrity and operational resilience in the event of a disruption.

RISK MANAGEMENT

Effective risk management is fundamental to the long-term success and sustainability of our business. Risks and opportunities are considered across all levels of the organisation and are integrated into decision-making, business planning and operational activities.

Our strategy is focused on delivering sustainable long-term value for our stakeholders. Responsibility for oversight of strategic risks rests with the Board and Group Managing Director.

Strategic risks and opportunities are formally reviewed at least annually and include environmental, social and governance considerations, alongside financial, operational and regulatory risks. The outcomes of these reviews inform improvement programmes, business planning activities and the management of operational risks.

We maintain a legal and compliance register that identifies applicable legislative and regulatory requirements and the controls necessary to meet our obligations. This register is reviewed regularly and updated as required to ensure continued compliance.

GOVERNANCE TARGETS

To strengthen our governance framework and support continual improvement, we have established key performance indicators in the following areas:

- Maintaining our record of zero compliance breaches
- Completion of strategic risk and opportunity reviews in accordance with our annual governance programme
- Completion of induction and mandatory compliance training for all new starters
- Delivery and publication of our annual ESG Report

Appendix A: Performance

Financial Year Ending	Jan-26	Jan-25	Jan-24
Environment			
Office energy consumption kWh / person hour	0.606	Not monitored	Not monitored
Proportion of waste that is sent to landfill %	75%	Not monitored	Not monitored
Projects completed with zero harm to the community and the environment %	100%	100%	100%
Carbon footprint of business travel	Not monitored	Not monitored	Not monitored
Social			
Lost Time Injury Accidents	0	0	0
Reportable Injuries	0	0	0
Near miss incidents	0	0	0
Unsafe acts / conditions	0	0	0
Occupational health issues	0	0	0
HSES Audits in accordance with HSES Plan %	100%	100%	100%
Fire Risk Assessment completed in accordance with HSES Plan %	100%	100%	100%
Office Risk Assessment completed in accordance with HSES Plan %	100%	100%	100%
Monthly Office Safety Checks completed as scheduled %	100%	92%	100%
Stress Risk Assessment Completed in accordance with HSES Plan %	100%	100%	100%
Average score in staff survey results. (Stress Indicator Tool) %	85%	84%	82%
Governance			
Compliance breaches	0	0	0
Strategic Risk and Opportunity Review completed as schedules %	100%	100%	Not monitored
Annual ESG report published %	100%	100%	100%
New starters completing induction training %	100%	100%	Not monitored

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