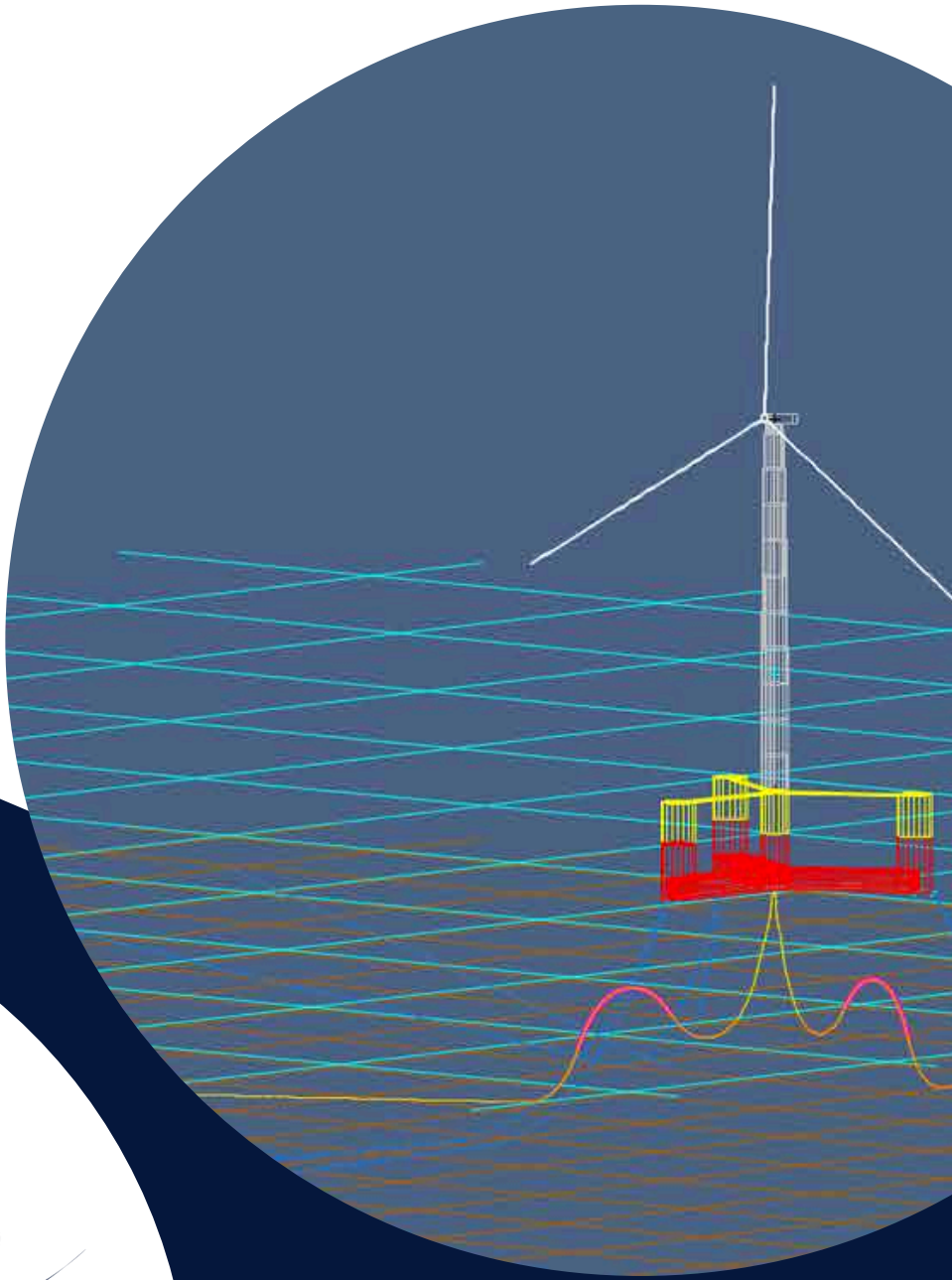
ESG Annual Report

2024



Peritus

www.peritusint.com

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 and Woking (London).

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.

This is our third annual ESG Report and covers the 12 months ending 31 August 2024.

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 has identified the following five aspects as key to its operation:

TOP 5

1. Energy Transition

2. Employee Health, Safety & Wellbeing

3. Diversity & Inclusion

4. Business Ethics

5. Economic Performance

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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 14 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 - apply our expertise to sustainable projects
- Mental Health - training plan in place
- Governance - training plan in place
- LTIs - maintain zero incidents
- Workforce - non-discriminatory hiring policy

Key Highlights

Energy

Delivery of our largest ever energy transition project

Wellbeing

Top 20% of companies for staff wellbeing

Safety

Zero Lost Time Incidents EVER

Ethics

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

Unless noted otherwise, figures based on September 2024

A Message from our Managing Director

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

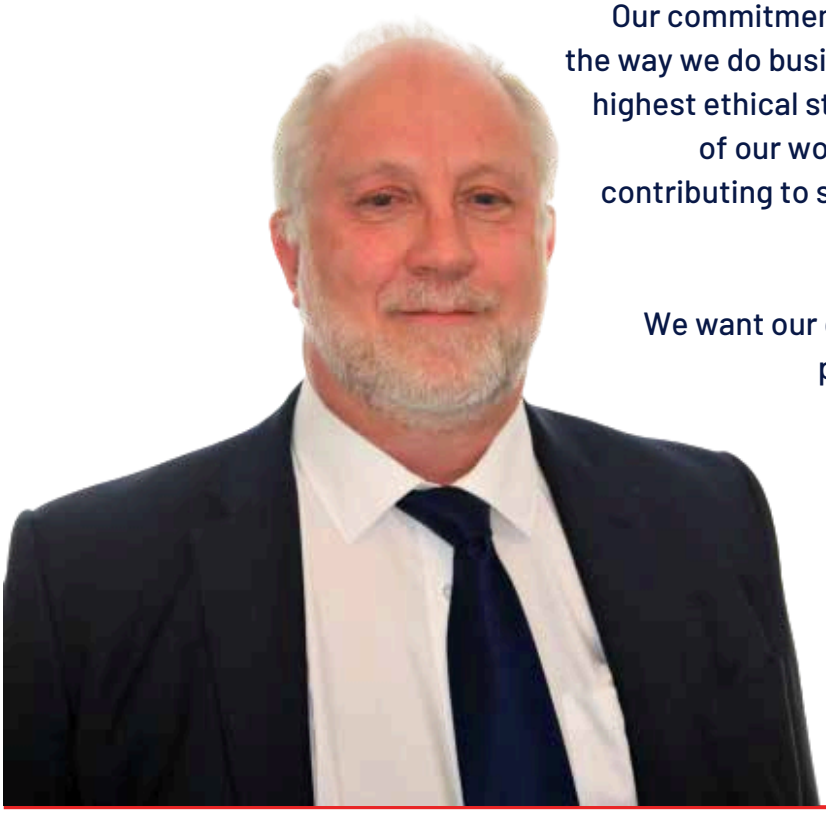
This is the third year in which we have produced our ESG report.

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

While the majority of our work is still in traditional developments, I am pleased to say that we have been able 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

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)

The aims of this SDG include:

- Increase renewable energy
- Improve energy efficiency

Our Initiatives

SDG Aim	Activity / Target
Increase Renewable Energy	• Energy Transition KPI of 12 bids per year minimum.

Other Activity

Environmental Management Systems

Peritus is strengthening its internal Environmental Management Systems to bring them in line with the ISO 14001.

CASE STUDY - Supporting the Energy Transition

- We were awarded a key part of the Aramis project – an energy transition project of global significance.
- The Aramis project aims to make a significant contribution to the energy transition by reducing CO2 emissions for the hard-to-abate industries.
- Peritus has been responsible for the design of the 200km trunkline in the North sea, enabling the transport of CO2 to depleted offshore gas fields.

CASE STUDY - Environmental Monitoring

- We have put procedures in place to monitor the carbon footprint of our office activities. This includes monitoring of our energy consumption and a staff travel survey covering commuting and business travel.

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)

The aims of this SDG include:

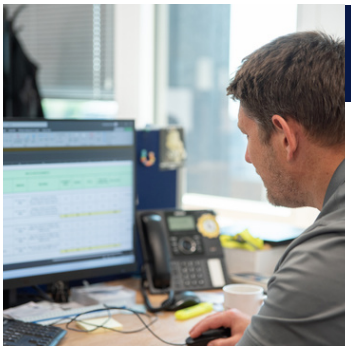
- Universal health coverage
- Good mental health & well-being
- Prevent substance abuse

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 • Management relationship training • 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 - Harnessing Diverse Skills

- Antonio joined us in 2023 having spent eight years prior to that working in the automotive industry for Maserati / Alfa Romeo and McLaren, as well as for the commercial electric vehicle company ARRIVAL. Antonio has successfully translated his technical simulation, durability analysis and optimisation skills to the offshore energy industry.

CASE STUDY - Matched Charity Funding

- The last year has seen Peritus match funds raised by employees to support a number of local and national charities. Our 'festive jumper' fundraiser helped to support a Surrey-based mental health charity.

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)

The aims of this SDG include:

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

The aims of this SDG include:

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

Our Initiatives

SDG Aim	Activity / Target
Reduce violence, corruption & bribery	• Policies published online and in the offices with active support from management • Anti corruption and bribery staff training
Safe & secure working environments	• Office HSE team performs monthly inspections • Travel policy ensures risk assessments for all trips

CASE STUDY - Business Travel

- In the last year, we have undertaken a comprehensive review of our business travel policy and procedures. This has strengthened our risk assessment and authorisation processes and incorporated guidance on greener business trips.

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' third Annual ESG Report. It documents the steps we have already made towards meeting our ESG goals. We will continue to seek ways to make a positive impact on the development of the company, to the lives of our employees and to society as a whole.

01 Support the Energy Transition

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

02 Support Our People

Contimue to implement 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.

Peritus
Engineering Offshore Energy Solutions
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