



# Impact Report 2021



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# Foreword

A friend of mine stated once, that he prefers to live with his cats and dogs as he cannot stand humankind anymore. He is an intelligent man trying for all of his life to do things in a better way such as running charities for the unprivileged. The older I get and watching the horrors of war, more and more I understand what he meant. There are no words for the cruelty we see in Ukraine, Syria, Yemen and other parts of the world, it is heart breaking what people have to go through in so many places. As if there are no other fires that humankind urgently needs to extinguish, from floodings to extreme heatwaves around the world.

This report illustrates the attempts of a small group of companies to stay in the forefront of the renewable industry and lead the way to a more sustainable future. Accelerating the transition to power the world by renewable energy resources by its services. Altitec remains to have high ambitions to reduce and eliminate our carbon footprint to combat climate change further. I am proud of the people going this way with myself for many years and here is our second edition of our company's Impact Report. Its good fun to work with passionate people who make work and life into the right direction worthwhile.

For 2021 we have included subsidiaries and joint ventures beyond the United Kingdom and Europe to expand our focus on other parts of the world. These include all parts of our organisation for carbon footprint analysis, off-setting and paving the way to a sustainable development of a global organisation we have grown to. We have achieved a lot and are learning every day

about new challenges, better understanding the difference between carbon neutrality, by investment in carbon off-setting projects which is a common activity and net zero ambitions which are more challenging to achieve. I

believe we are paving the way and making great progress for the way forward. So far, no one has asked us to do so other than ourselves and the accountability remains with us, for a good reason.

What we call sustainability does not stop at carbon off-setting. We hope to be able to revive pre-Covid activities to enhance a welcoming working environment. The company supports its employees by coaching, finding creative and productive ways for remote working flexibility and by running team building events and development days. Altitec's values for quality, integrity and excellent customer service are shared with and by its employees and contractors. Once again, I would like to invite the team, stakeholders and any other interested folks to follow us here and beyond this report, with a hope to incentivise people around me to go the extra mile - the world is on fire. Keep reading!

King regards



Tom Dyffort  
London, May 2022



# Introduction

The Altitec Group is a respected global specialist in wind turbine rotor blade access, rotor blade inspection and repair.

Through our Altitec Academy we are delivering GWO certified Blade Repair Training, Basic Safety Training as well as Advanced Rescue Training, qualifying and preparing the next generation of Blade Technicians.

Headquartered in London, with offices in Berlin, Cape Town and Melbourne, we have more than 70 Rotor Blade Technicians working on wind farms across the UK and Ireland, in continental Europe, South Africa, Australia and other emerging markets.

With a 10+ years track record of working throughout the renewable energy sector, our hands-on market knowledge and understanding have enabled us to become an industry-certified training provider and an exclusive distributor and service partner for market-leading vertical access systems.

We have high ambitions and are adamant to play our role at the forefront of our industry by being recognised for positivity, innovation and sustainability.

By publishing our latest impact report, we are widening our focus beyond Altitec Limited, our parent company, and offer some insight into our growing operations in South Africa and Australia.

With the publishing of the new report we continue to show our commitment to transparency and disclosure, which is important for our employees, customers and all other interested parties.

The report provides information about our environmental sustainability efforts, our responsibility towards our workforce, customers and what we can do to make a lasting and positive impact in our field of expertise and beyond.

Together we continue to work towards solutions for the global challenges we are facing, today, tomorrow and for years to come.



# Mission Statement

Whilst we have policies and statements in place setting out our values and our aspirations, we pride ourselves, above all, in having created a positive, inclusive and innovative place of work where people come together by supporting each other, by promoting learning, by becoming more flexible to suit individuals needs and by giving opportunities and space for personal and professional growth.

Creativity, focus and pushing our limits have allowed us to grow despite having faced numerous challenges over the last year and the human effort behind that growth is our greatest achievement by far.

Without any doubt we also carry an immense responsibility towards our environment and therefore put great effort and emphasis into addressing environmental issues in a responsible and practical manner.

Exploring new, more sustainable technologies combined with our passion for what we do we are proud to pave a greener path for our global community.

We actively manage our business in such a way as to control the impact to the environment as low as is practically and economically possible.

Altitec Limited, our parent company, has been fully committed to achieving carbon neutrality for our UK and European Operations for a number of years and this year we are proud to report that we have been able to expand our achievement to our South African and Australian entities.

Operating in an environmentally responsible manner is clearly manifested in our business strategy by:

- Designing and implementing strategies that seek to reduce the carbon footprint of the Altitec Group, improve our energy efficiency, pursue potential opportunities and utilise carbon friendly technologies where feasible,
- Determining the risks that climate change may present to the company and assigning appropriate actions to mitigate such risks,
- Accurately determining our carbon footprint and providing comprehensive disclosure on carbon related issues,
- Complying with applicable legal requirements and with other requirements to which the organisation subscribes, that relate to carbon management,
- Encouraging customers and suppliers to adopt similar principles to minimise carbon emissions.

**“Growth  
is never  
by mere  
chance;  
it is the  
result of  
forces  
working  
together.”**

James Cash Penney





# Statement of Commitment

We truly believe we can inspire others and therefore are working hard towards continual improvements and overall emission reductions within and outside of our daily work, translating into positive long-term changes throughout our global society.

With the effects of climate change visible to all

- Altitec Limited has pledged to operate as a carbon neutral business from January 2020 onwards, committing to carbon neutrality in relation to scope 1 (company fleet emissions and gas), scope 2 (electricity) and scope 3 (business travel emissions).
- Altitec South Africa and Altitec Australia have pledged to operate as a carbon neutral entities from 2021 onwards, committing to carbon neutrality in relation to scope 1 (company fleet), scope 2 (electricity) and scope 3 (business travel).
- We pledge to operate as a net zero business from 2025 onwards, following a science-based target and the greenhouse gas removal approach.
- We pledge to become carbon negative by 2030, removing all historic emissions since the company's foundation in 2000.
- We aim to have the historic data collection completed by 2022.

# Location Spotlights - South Africa and Australia

Standing still is not in our nature, and as we continue to develop and grow the Altitec Group, we take a moment to highlight our South African and Australian entities, as they have matured over the last number of years.

Searching for new opportunities allowed us to build on existing relationships in the southern hemisphere leading to the establishment of a Joint Venture in South Africa and a subsidiary of our UK parent company in Australia in 2017.

The growth in the wind industry pushed us to move forward and in successfully gaining operational work in both regions it proved also to be a wonderful addition and a welcome supplement guiding us through our European winter season.

Both companies have gone from strength to strength, which is reflected in their inclusion of certifications like ISO and GWO Blade Repair, their adaptation to carbon neutrality in selected scopes under PAS 2060 and as of 2022 the inclusion of both in our third-party carbon emission certification programme.

Following the GWO Blade Repair certification with an Australian certification body it has been the cornerstone of our activities this year. The unforeseen impact of the pandemic made operational work almost impossible due to strict travel restrictions not just for international travel but also between Australian states.

Many training graduates are now qualified Blade Technicians having undergone the GWO certified course

at our high-end training centre in Ballarat (Vic). Getting them ready for a new career path on their home soil, we hope to engage many on future projects.

Work on South African projects has also grown over the years, which allowed us to develop a steady and locally based workforce of highly skilled Blade Technicians. We are immensely proud of the achievement as it naturally enhanced our diverse workforce and has brought us closer to reduce carbon emissions arising from long haul flights, with the need for them declining continuously.

Whilst we remain focussed on our existing structure we also look forward to new developments in both regions, all based on our mission to work toward a better future for all.





# Environmental Impact

## (Services and Products)

Our services require personnel to travel regularly to remote locations creating an unavoidable emission footprint and environmental impact. As a Group our company fleet emissions, followed by business travel, are our biggest emissions sources, but we are working hard to achieve genuine travel emission reductions through better fleet and resource management, i.e. upgrading our fleet using the latest models with lower emissions via leasing and hire and having banned the purchase of new combustion engines for all entities since May 2020 for the UK parent company. The use of public transport is always encouraged and supported.

In recent years much focus has been placed on developing a local workforce in regions where we operate. South Africa is a great success story for us, where we now have more than 10 local and highly skilled Blade Technicians regularly working with us all year around, reducing our overall environmental impact.

Our Warehouse teams, based at our London Headquarters and in Cape Town, are fully committed to support the company's footprint reduction by actively engaging with suppliers and exploring alternative equipment repair and reuse methods.

Another area we are very proud of is the use, sale, rental and inspection service of Skylotec ActSafe power ascenders. Our sale and rental business is continually growing with customers preferring the battery powered Ascenders over the petrol Ascenders.

# Carbon Footprint Analysis

In this section of the report we are presenting the emission calculations from our service delivery in 2021.

The organisational and operational boundaries applied are the UK and European, South African and Australian operations.

Emissions from company assets and leased office, training and warehouse spaces that we have operational control over as well as global business travel resulting from the services we provide have been considered.

Emissions for scope 1, 2 and 3 are recorded and analysed regularly and we seek genuine reduction opportunities wherever possible. The remainder of our unavoidable emissions we offset by investing in gold standard projects, in line with our environmental strategy and mission. We are proud to support these projects as they not just reduce CO2 emissions but also support sustainable development in relation to energy production (solar, hydro and wind), management of local resources and environmental education only to name a few.

Notes in relation to entities for 2021:

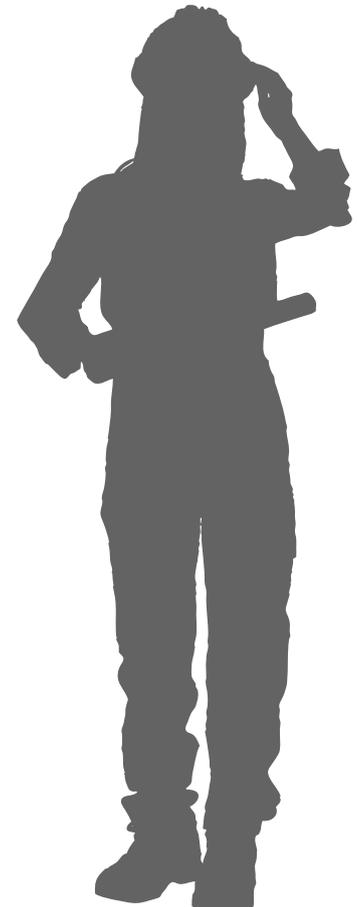
For Altitec Limited scope 1 natural gas and scope 2 renewable electricity have been excluded from offsetting as we procure 100% carbon neutral gas and electricity.

For completeness though the location-based emissions for all 3 scopes are included in the table below.

For Altitec South Africa we currently have no scope 3 emissions as international travel is arranged and accounted for by Altitec Limited.

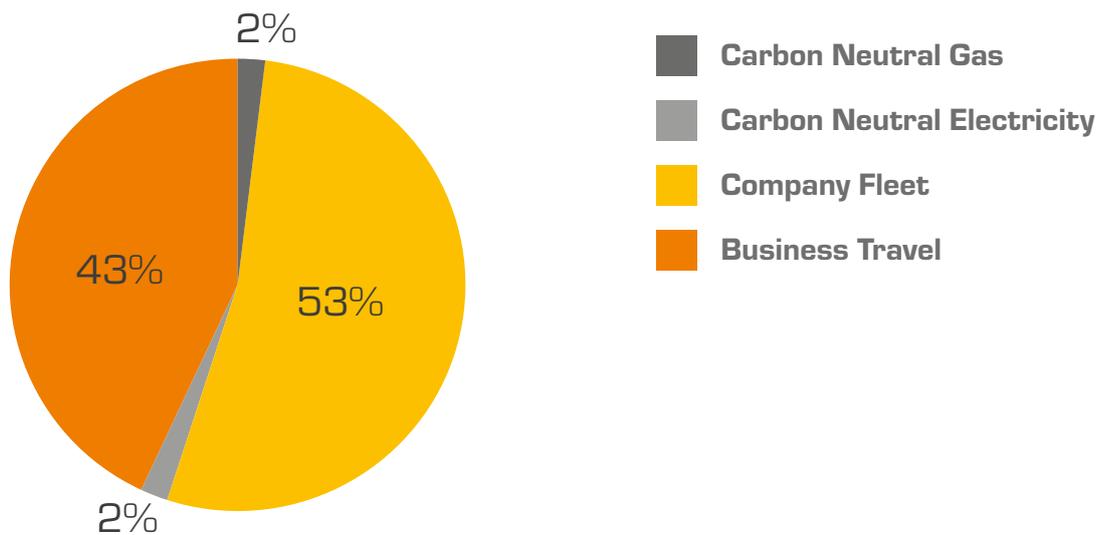
For Altitec Australia we currently have no scope 1 emissions, as the Blade Repair training we deliver is stationary, and scope 3 emissions are low as international travel is arranged and accounted for by Altitec Limited.

Just as the entities develop so do our reporting mechanisms and we ensure to capture any local emissions as they occur.



Description	AUK 2021 emissions produced tCO2e	ASA 2021 emissions produced tCO2e	AUS 2021 emissions produced tCO2e	2021 emission offset tCO2e
<b>Scope 1</b>				
Direct emissions from company fleet/ fuel cards	94.18	34.65	0.00	61.75
Natural Gas	4.45 (carbon neutral)	0.00	0.00	0.00
<b>Scope 2</b>				
Indirect emissions from consumption of electricity	4.03 (carbon neutral)	0.94	1.03	1.97
<b>Scope 3</b>				
Other indirect emission arising from business travel	101.11	0.00	2.71	103.82
<b>Totals</b>				
Per entity	203.77	35.59	3.74	234.62
Altitec Group	243.10			

## 2021 EMISSIONS TCO2 ALTITEC GROUP



# Methodology:

Our GHG emissions have been calculated based on direct measurements, invoices and expense reports for Scope 1, 2 and 3.

**Scope 1** emissions account for use of the company fleet and natural gas purchased.

**Scope 2** emissions account for electricity purchased.

**Scope 3** emissions account for business travel (including air, land and water travel).

The Altitec Group follows the UK and Australian government environmental reporting guidelines. In the absence of reliable conversion factors for South Africa we have chosen to follow the UK's government environmental reporting guidelines.

GHG Emissions have been calculated as tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) based on conversion factors for company reporting set out annually by the Department for Business, Energy & Industrial Strategy/ Department for Environment, Food and Rural Affairs (BEIS) and the Australian Department of Industry, Science, Energy and Resources.

The same method has been used in the previous year.

## Data Quality:

Confidence in the data quality supporting this assessment is high. The Altitec Group has been monitoring its carbon footprint actively as noted here:

AUK: 2017 for scope 1 and 2 emissions, scope 3 reporting from business travel was initiated in 2018.

ASA:2018 for scope 1 and scope 2 emissions.

AUS:2017 for Scope 2 and Scope 3 emissions.

Data capturing has been refined year on year and we will continue to do so.

## Scope 1: Company Fleet:

In Q2 of 2020 it was decided to no longer purchase service vans nor company cars with combustion engines starting with the parent company. For now maintaining our existing fleet in the best possible way and by hiring service vehicles from short-term leasing and rental partners, we can assure only the latest fuel-efficient models are used for company operations.

Once reliable zero-emission service vehicles, that are capable to service remote wind farm locations and tough road conditions, are available we intend to lease or purchase zero-emission vehicles instead.

Local company fuel cards are used for refuelling all company vehicles and reports are supplied regularly by our fuel card providers.

Whilst Fuel Card Services, one of our AUK fuel card providers, have partnered up with Cool Earth and are donating to community-led deforestation projects each time a CO<sub>2</sub> Count certificate is issued we ensure correct monthly recording and offsetting of our CO<sub>2</sub> footprint.

Our target is to genuinely reduce and offset our remaining CO<sub>2</sub>e emissions and therefore we always give careful consideration to the planning of works and the associated travel, engaging in carbon offset projects, led by [www.atmosfair.de/en/](http://www.atmosfair.de/en/) and monthly reporting and analysis of data continue to form the core of our strategy.

## Scope 1: Natural Gas:

At our UK premises, our head office, we procure gas for heating.

Whilst the gas we consume is not 100% green it is 100% carbon neutralised.

Currently, about 5% of the gas supplied comes from green gas mills, with the remainder being natural gas.

Our UK gas provider has confirmed they offset any residual carbon emissions that result from fossil fuel gas by investment in carbon reduction schemes around the world, therefore providing the customer with 100% carbon neutral gas.

[Green gas | Ecotricity: Green Energy for Your Home or Business](#)

## Scope 2: Electricity:

As a business we consume electricity at all our entities premises.

At our AUK premises, our head office, we procure electricity from renewable sources.

[ecotricity.co.uk/our-green-energy/our-green-electricity](http://ecotricity.co.uk/our-green-energy/our-green-electricity)

Our target is to remain with our current green energy provider, follow and support their growth in the green energy sector.

Whilst we calculate our GHG emissions as part of our monthly reporting we do not engage in any further offsetting, due to the provider providing 100% green electricity.

At our other offices we are bound by electricity providers chosen by our joint venture partner in South Africa and our building lease provider in Australia.

In both cases the electricity procured does not come from 100% renewable sources, but as soon as the option becomes available, we will work on changing providers.

We do record our electricity usage and take the opportunity to analyse consumption and seek opportunities for improvement and in order to offset the remaining footprint we engage in carbon offset projects, led by [www.atmosfair.de/en/](http://www.atmosfair.de/en/).

## Scope 3: Business Travel (Air, Water, Land):

Our indirect emissions, a consequence of our business activities, is where we record our second highest GHG emission output for the Altitec Group.

Whilst we encourage and support the use of public transport where possible, car and air travel cannot be fully avoided due to global and remote working locations.

Monthly recording of all scope 3 business travel activities and CO2 emission calculations are done to allow us to assess the GHG output.

Our overall scope 3 emission output is highly dependent on the economic welfare of companies procuring our services and the overall economic climate. We are doing everything we can to reduce our GHG emissions in this area regardless.

To achieve carbon neutrality we are offsetting our GHG emissions by engaging in carbon offset projects led by [www.atmosfair.de/en/](http://www.atmosfair.de/en/) monthly, whilst always seeking better travel planning and genuine reduction opportunities.

Another step we have taken to understand different aspects of our environmental impact is to look at our employee commuting and working from home carbon emission footprint for 2021. By conducting a voluntary survey among our employees we were able to gain a better insight. 2/3rd of our office employees responded to the survey with results presented below.

Time and focus will be given to improve this process, ensuring we have accurate data available for all office employees in 2022.

# Methodology:

Altitec Group 2021	Total emissions in kg CO2e	Average emissions per employee in kg CO2e
Employee Commute	2377	264
Working from Home	742	124
Total	3119	388

## The Employee Commuting

Emissions from this category are calculated based on the Greenhouse Gas Protocol Corporate Standard for assessing scope 1, 2 and 3 emissions. This employee commuting category considers all emissions from transporting employees between their homes and worksite. Additionally, we have voluntarily included emissions from teleworking, i.e., employees working from home. Therefore, we assessed the scope 1 and 2 emissions of employees working from home and the third-party transportation of employees commuting to work.

### Commute to Work Emissions

We calculated the employee commuting section of this category using the Distance-Based method, which involved collecting data from our employees on their commuting patterns and applying the appropriate emission factors for the modes of transport used.



### Work From Home Emissions

The impacts of coronavirus have resulted in changes to how we operate as a business. We have a number of employees who have moved to work remote partially or fully. Therefore to estimate the environmental impact of this shift to remote work, we used the Basic Survey approach reported in



Anthesis White Paper: Estimating Energy Consumption & GHG Emissions for Remote Workers.

This approach involves collecting data via survey on the number of days employees work remotely. Additionally, assumptions are made on the annual electricity consumed and data is collected on the average “temperature corrected” annual gas consumed per year from BEIS.

The total energy (electricity and gas) consumed during working hours for both part-time and full-time employees is estimated based on the data gathered. Based on this data, the greenhouse gas intensity is applied to the annual gas consumed by employees. Furthermore, the location-based carbon intensity of electricity based on the country where employees work remotely estimates their corresponding emissions. The total yearly emissions per employee working remotely are calculated by summing the respective gas and electricity use emissions.

Working full time or part time and the number of weeks worked per survey participant in 2021 have been considered also.





# Carbon Reduction and Offsetting Strategy

Our environmental target reduction strategy is deeply embedded and documented within our organisation.

By following the guiding principles of effective and efficient energy and carbon management we demonstrate that we are making an organisational commitment to responsible energy and resource management throughout our operations.

Making a continual effort towards genuine carbon footprint reductions, set at 4.5% annually, in line with the Science Based Targets initiative (SBTi) that proposed a 4.1% reduction as a minimum.

- Accurate monthly and annual reporting and calculation of scope 1,2 and 3 emissions.
- Financial investment in carbon emission offset projects.
- Voluntary carbon emission related assessment with a third-party certification body, including ISO 14064-1 certification.
- Annual completion of our comprehensive internal audit program, including environmental aspect auditing.
- Participation and collaboration in external audits.
- Effective tracking and closing out of non-conformities, observations and implementation of opportunities for improvement.

# What we do:

## Compliance and Monitoring

- Comply with all relevant energy, building and environmental regulations.
- Report annually on cost and consumption of resources through agreed reporting mechanisms.
- Develop and implement action plans in relation to travel, transport and energy to meet Altitec's carbon reduction targets.

## Energy

- Calculate CO2e emissions based on consumption.
- Prioritise sustainable heating and cooling solutions in office buildings, for example prioritise improved ventilation and heat extraction over air conditioning.
- Promote energy conservation to throughout the entire workforce.
- Investigate renewable energy and other technologies, to identify potential quality, financial and environmental benefits to the company.
- Consider energy and carbon impacts for all subsidiaries and their respective operations.

## Staff and Subcontractor Business Travel

- Reduce business travel through the use of information technology where possible.
- Encourage sustainable travel through use of public transport and car sharing.

- Promote electric vehicle use where practical.
- Support the entire workforce to make better travel choices, for example the use of the UK's Bike to work scheme.

## Fleet Transport

- Maintain existing fleet to the highest standard.
- Avail of electric and hybrid options where possible and suitable when renewing company fleet leases.
- Drivers to undertake driver training in line with the company's driving policy.

## Procurement of Goods and Services

- Procure resources, including utilities, responsibly and maintain on-going review of contracts and service delivery.
- Work with partners and suppliers to actively promote sustainable procurement practices.
- Engaging and working with our suppliers in addressing opportunities for emission reductions.

The renewable industry is not fully carbon neutral, and we acknowledge more work needs to be done, but all parties involved, including ourselves, are working hard to reduce the environmental impact the sector is having and overall it is undeniably more positive than the greenhouse gas-emitting fossil fuel-based alternatives

# Medium and Long-Distance Travel

Medium and long-distance travel remain an unavoidable contributor to our emission output. With that in mind we carry out an annual airline evaluation, which allows us to choose airlines to fly with not just based on availability and price but also on their environmental efficiency ranking.

We are working tirelessly on developing a locally based workforce in all regions we operate, making long distance travel eventually redundant and reduce medium distance travel.

Airline	Type	Short Haul (up to 800 kms)	Medium Haul (up to 3800km's)	Long Haul (more than 3800 km's)	Efficiency Class (overall ranking)
Ryanair	Low Cot Carrier				B
Air Lingus	Low-Cost Carrier				C
Easy jet	Low-Cost Carrier				C
Transavia	Charter/ LCC	C	C	C	C
Wizz Air	Low-Cost Carrier				C
Vueling	Low-Cost Carrier				C
Air Europa	Net Carrier	C	C	C	C
Iberia	Net Carrier	C	C	D	C
KLM	Net Carrier	D	C	C	C
Air France	Net Carrier	C	C	E	D
Austrian Airlines	Net Carrier	E	D	D	D
British Airways	Net Carrier	D	C	E	D
Lufthansa	Net Carrier	D	C	E	D
TAP Portugal	Net Carrier	E	C	D	D
Turkish Airlines	Net Carrier	D	D	E	D
Alitalia	Net Carrier	D	D	D	D
Cathay Pacific Airways	Net Carrier	G	C	D	D
Virgin Atlantic Airways	Net Carrier	G	-	D	D
Singapore Airlines	Net Carrier	E	D	D	D
Emirates	Net Carrier	E	E	E	E
Ethiopian Airlines	Net Carrier	F	F	E	E
LOT Airlines	Net Carrier	E	E	C	E
Qatar Airlines	Net Carrier	E	D	E	E
Swiss Global Airlines (Intl. Airlines)	Regional	E	E	-	E
Egyptair	Net Carrier	E	E	E	E
Virgin Australia	Regional	F	E	-	E
Kenya Airways	Net Carrier	G	G	E	F
10 additional airlines		unknown			

Having analysed our 2021 flight numbers and patterns we saw the introduction an action plan, with “F” ranked airlines requiring approval by senior management prior to booking as of March 2022. From 2023 we aim to widen the band and include “E” ranked airlines, by 2024 we aim to be in a place where we hardly require long distance travel and if so to consider better placed airlines with the acceptance of up to 10% higher costs in favour of lower ranked airlines.



Data source: [www.atmosfair.de/en/](http://www.atmosfair.de/en/)

Notes:

Efficiency Class A-F, A being the highest class

Selection of Airlines used by Altitec Limited in 2021

A number of airlines used are not listed in the Atmosfair Airline Index, therefore they are noted in the table as unknown in terms of their ranking.



# Upwards an Onwards: the battery powered Skylotec ActSafe Ascender

Power ascenders are an incredible tool with ample use when jobs require working at depth, in confined spaces or assisting in rescue operations and of course when working at heights, as we do in the wind industry.

Although battery powered, they hold a high lifting capacity, are easy and fast to set up and use and are the perfect tool for a wide range of lifting operations, including materials, equipment or personnel.

For our own work rather than availing of heavy wind turbine access equipment, for example a cherry picker, we can rely on environmentally friendly rope access in conjunction with the battery powered power ascenders.

These compact motor driven winches do what they say for us- ascending with green power and the sky is the limit- serving as a personal elevator that climbs a standard rope allowing our teams to access difficult places. Thanks to its user friendliness it greatly reduces physical stress and injuries when working at height.

The Skylotec ActSafe Power Ascenders are recharged with 100% renewable energy at our London Warehouse and once a battery has reached the end of its lifecycle we ensure disposal is in line with the UK Waste Code.

Promoting and teaching the use of battery powered Skylotec ActSafe Ascenders is standard as part of our GWO certified Blade Repair training in the UK, South Africa and Australia.

Further we provide in-house end-user and refresher trainings, tailored to suit our customers' needs upon request.

Annual servicing of all power ascenders is done by our qualified team in London, Cape Town, Melbourne and Berlin.

By using and promoting the use of the battery powered ascenders instead of petrol-powered models we not only reduce the carbon footprint but also help to reduce air pollution. We are extremely happy to see continual growth in the preference for battery powered ascenders, showing climate change awareness and a change in mindset amongst our customers.

Further positive efforts are made when working with mobile platforms, which are more environmentally friendly than truck mounted platforms.



## Conclusion

**“Adaptability  
is the simple  
secret of  
survival.”**

Jessica Hagedorn

It is our goal that eventually all our energy needs are fulfilled through renewable sources not just for Altitec Limited, but also in all other regions where we operate now and in the future, that our services will be carbon neutral regardless of location and that the products we use, lease and sell will continue to develop towards sustainable and positive environmental solutions.



# Supply Chain

## Managing Our Supply Chain

Supply Chain Management is an integral part of our operations and aligning our supplier expectations with our own values is an extension of our commitment to sustainability. We are fully committed to making working conditions in our supply chain safe and humane, ensuring workers are treated with dignity and respect and that sourcing and manufacturing processes are as environmentally responsible as possible.

Open communication with our suppliers and supplier assessments have become part of our quality assurance program. Having clear policies and processes in place as allowed us to identify opportunities for improvement but it also presents an opportunity, allowing us to communicate efforts made in relation to environmental and quality matters.

Continual internal review and external auditing of the supply chain by certification bodies are fundamental to how we work and ensure our standards are being adhered to.

We are fully committed to diversity in our supply chain, working with large and small suppliers on a local, regional

and global scale. Continuing to choose smaller and local suppliers in any region we operate allows us to support economic success of the local communities as well as minimise the carbon emission footprint by reducing the product mileage. This includes increased spending on South African and Australian suppliers for a range of materials required for successful project deliveries.

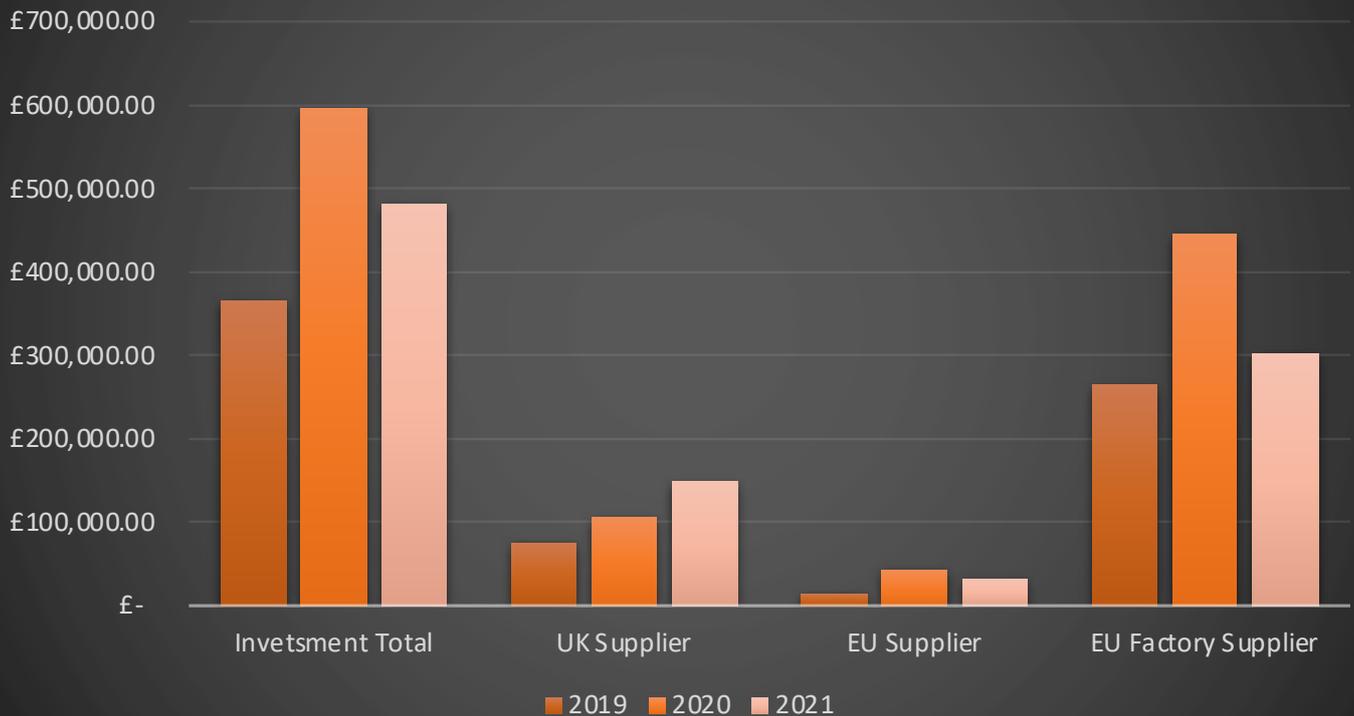
In 2020 we made a significantly higher investment due to increased business activity, despite global challenges caused by the COVID-19 pandemic. In 2021 our investment needs were lower and came with a switch to increased spending on local suppliers (UK) due to Brexit.

EU supplier investment has been reduced despite a growth in projects delivered in the EU, a direct result of better planning and stock management, but the maintenance of our EU warehouse remains vital in an effort to reduce product mileage.

Following this approach is in line with our Carbon Management Plan and supports our efforts in identifying and achieving genuine carbon emission reductions.



## Investment Distribution (GBP)



### UK Supplier Investment & UK Projects



### EU Supplier Investment & EU Projects



## Looking into The Future

We fully understand our responsibility and the need to decarbonise our own products and services in all our operating regions but also understand the need to begin tapping into the carbon emission reduction potential that lies within our supply chain.

Engaging with our suppliers more intensely and pushing for decarbonisation of their products and services will

allow us to make an impact that far exceeds what we can accomplish on our own.

We are in the process of developing a strategy that allows us to have a lasting positive upstream impact and by 2023 want to be able to record progress thanks to positive and meaningful cross collaboration.

# People and Culture

## Altitecs HSE Strategy

Working in the wind industry we are operating in a highly regulated sector and our commitment to health, safety and the environment is evident in the range of certifications we have undergone and will continue to undergo.

For our UK Operations we complete the annual Achilles Verify B2 audit, testing our HSE Management system and site practices vigorously against a wide but strict set of questions.

Further we are ISO 9001, 14001 and 45001 certified for our UK, South African and Australian Operations, and are fully committed to regular auditing in respect of the uphold of these standards, working with DNV, a business assurance accredited third-party certification body.

Delivering Blade Repair Training has been a long-standing aspect of our business, which was born out of need, as it was incredible difficult to find personnel. The Altitec Academy has gone from strength to strength and in 2019 we decided to become a GWO certified training provider.

Being aligned with the criteria set by the GWO for training providers pushes us to be at our absolute best. Highly qualified and experienced trainers deliver high quality training in a safe manner, supporting new Blade Technicians in entering the renewable market.

Following the 2 yearly re-certification cycle, supported by an annual surveillance audit, we are proud to deliver Blade Repair training in fixed and mobile settings in the UK, South Africa and Australia.

A recent expansion has seen the addition of GWO certified Basic Safety Training and Advanced Rescue Training, allowing us to offer a well-rounded package suitable for the needs of our industry.

Working to these standards has helped us immensely to positively progress, it allowed us to improve our overall HSE strategy but most importantly it stands for the provision of a safe working environment for our entire workforce.



# Safety Improvements

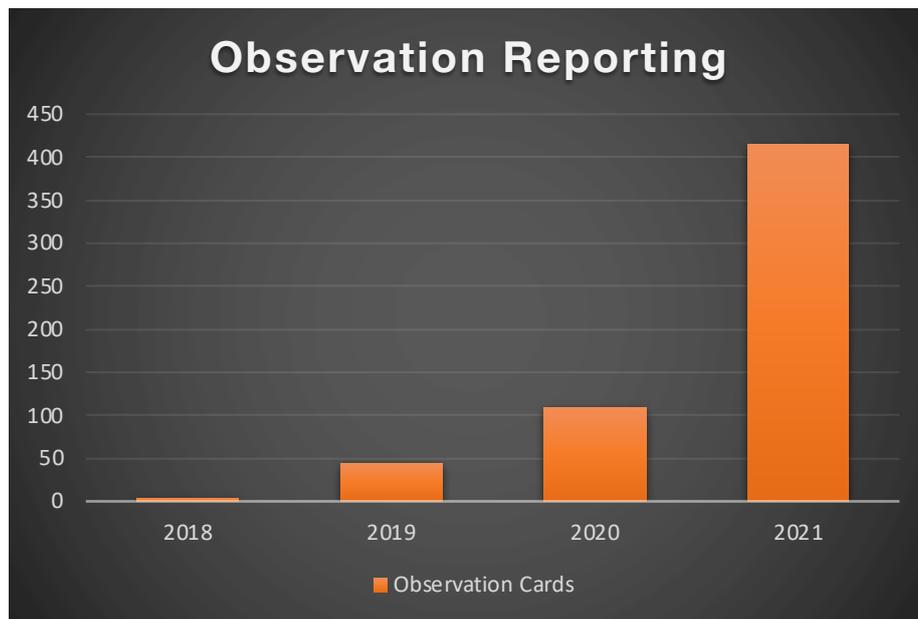
Every day we are working very hard to keep everyone that works for us and with us safe, reducing and eliminating risks where and when they appear.

Having effective reporting and communication systems in place is crucial for us, allowing all who work for and with us to report health, safety and environmental matters, knowing they are dealt with in a highly competent and professional manner.

Our Observation Card system continues to be a great tool to ensure health, safety and environmental matters are being reported and acted on. Fine tuning of the

system is ongoing, i.e. adding reporting categories and automatic assignment the right people, thus ensuring prompt and decisive action. Further the system caters also for the reporting of positive observations, a great way to encourage positive and active engagement amongst our workforce.

Having this system positively recognised by one of our biggest customers showed us that this innovative way of reporting is highly effective, and we will therefore continue to use it and improve it.



Staff competency is of utmost importance, professional development is always encouraged and supported, and we reach out to our trusted external Health and Safety Consultants when needed, to ensure we can deliver our services with confidence.

We are proud of our positive HSE statistics trend and we will continue to put all our efforts into the continuation thereof.

# Pro-Active Approach to Managing Our Environmental Impact

As part of our HSE strategy we prefer to take a pro-active approach, with special focus here given to the environment.

In 2016 we began working with the Carbon Trust, an independent, expert partner helping us to contribute to and benefit from a more sustainable future through carbon reduction, resource efficiency strategies and commercialising low carbon technologies.

Working towards genuine carbon emission reductions year on year, setting the path and doing what we can by working towards a sustainable future for all has pushed us to aim higher, achieving a 9.5% absolute emission reduction (location based) in 2020, our best result yet.

As of 2022 we have joined the Achilles Carbon Reduce Programme, where we ensure the continuation of accurate reporting and support our genuine emission reduction strategy.

Reporting and accounting for scope 1, 2 scope 3 emissions (selected categories) for our UK, South African and Australian operations and working towards the additional achievement of the ISO 14064-1 certification will bring our environmental efforts under one umbrella.

The Achilles Carbon Reduce Programme is a credible, rigorous independent certification and verification programme, which we are pleased to join.

Our work and voluntary assessment with the Carbon Trust has concluded.

Another long-harboured goal has become a reality for us in 2020, when we set out to operate our UK Operations and global business travel carbon neutral.

We are proud to highlight that 2021 saw the continuation of our carbon neutrality efforts by ensuring carbon neutrality for our UK operations as well as our South African and Australian operations.

Regular emission measuring and reporting, identifying emission reduction opportunities and engagement in carbon emission offsetting, for unavoidable travel allow us to achieve these milestones, which have been documented in line with PAS2060: 2014 Qualifying Explanatory Statement and Declaration of Achievement (self-certified).

Offsetting unavoidable emissions has become a reality with the help of Atmosfair, a German non-profit organization that actively contributes to CO<sub>2</sub> mitigation by promoting, developing and financing renewable energies in over 15 countries worldwide.

Atmosfair relies exclusively on voluntary climate payments from private individuals and businesses.

Aiming to decarbonize the world economy, the organisation designed software tools and consulting services to assist businesses in executing their climate policies, with a particular focus on business travel.

The work ethic is based on the principle to only compensate what cannot be avoided or reduced. This approach constitutes the foundation for all their partnerships, ensuring not only climate integrity but also cost efficiency.

Altitec continues to be a member of the B Corp Climate Collective Net Zero 2030 initiative

The B Corp Climate Collective, a member organisation

of the UNFCCC's race to zero campaign, is committed to a significant carbon reduction leading to a net zero future by 2030. It forms part of the most aggressive climate action effort by a constituency of businesses in the world and demonstrates true leadership in a time of severe environmental and economic unrest and uncertainty.

Inspiring our workforce by offering internal initiatives makes room for meaningful involvement and allows us to highlight the importance of taking personal responsibility.

In 2021 we marked Earth Day by switching off our electricity for one hour during our workday in all HQ departments, including our Warehouse and GWO Blade Repair Training Centre and holding a walk and talk on climate change with our employees and training participants.

Given the positive response to our initiatives we truly want to grow our efforts for years to come, based on the knowledge that the need for change is real and based on the understanding that the change lies within us.

Many small steps can make a big difference!





**“There is only one way to see things until someone shows us how to look at them with different eyes.”**

Pablo Picasso

# Diversity in The Workplace

We believe in diversity and inclusion in the workplace and know that by attracting top talent in all regions we operate has helped us to create a respectful, honest, innovative and positive environment to work in.

Having employees with different experiences, gender, age, ethnicity, personalities and different ways of thinking helps all of us to accomplish more. Unlocking diversity and embracing different approaches in the work environment allows us to build trust and confidence, paving the way for creative and successful collaborations and engagement in the tasks at hand and it also helps us to relate to our varied customer base.

Having created a diverse workforce and inclusive environment, with people joining our office and field-based teams from every corner of the globe, bringing their individual and cultural qualities and experiences with them makes us immensely proud.

One aspect we would like to see change in the future is gender diversity in our field-based workforce. Whilst we have achieved great balance in all our offices, female Blade Technicians are still very rare. Women in Wind is an ongoing topic and as we recover from the COVID-19 pandemic there is great movement in the market, which also presents an opportunity for women to change their path and join us and be part of the global energy transition.

In the Altitec Group we have no room for any form of discrimination, harassment, inappropriate and/ or unprofessional behaviour and fully support the reporting of concerns without fear of reprisal, as manifested in our company policies.



# Workforce Development and Initiatives

At Altitec we understand that by building a culture that is safe, fair and inclusive it results in employees that look forward to coming to work and employees that are more satisfied with their work. We are fully supportive of personal and professional growth, and by assisting with and accommodating quality personal and professional development we know it has delivered and will continue to deliver benefits for individuals just as much as for the whole company.

By creating a progressive, innovative, positive and thriving environment it allows us to sustain and retain a viable workforce. Having the right people in the right roles for longer is something we are truly proud of and appreciate. Further it paves the way to prosperity for individuals, our company and the wider community.

This is greatly reflected in our teams development, where we support upskilling, offering opportunities for growth within the company rather than letting go and searching for new talent, where we welcome the transition from Internship to employment, where we support re-location and by offering flexible working arrangements.

Cross departmental collaborations, formal and informal learning as well as the growth of our operating subsidiaries in South Africa, Australia and by setting foot into the Americas allows our workforce to learn about different countries, cultures and a variety of skills as part of their daily activities.

By providing continual learning initiatives, ongoing relationship building, global opportunities and a range of workplace benefits we support and encourage our workforce to live their best lives and to maintain a healthy work- live balance.

Rewarding the individual, supporting mental health and wellbeing, operating an open-door policy, celebrating achievements, engaging in environmentally positive schemes like the cycle to work scheme, The UK's Most Popular Cycle to Work Benefit - Cyclescheme and coming together outside of our work environment are an integral part of our workforce wellbeing strategy.

The pandemic challenged us to explore new ways of coming together whilst staying apart. We feel it has brought us all closer together, appreciating everyone strengths and characteristics and most importantly we have learned that we can truly rely on each other.

# Community Engagement

We are proud to support and participate in programs that make a positive impact in the community we live in as well as communities further afield through strategic involvement and investment.

By providing internships in our Engineering, Business Development and Warehouse departments we are actively engaging people in our community, offering an opportunity for growth, up- and re-skilling and an opportunity to learn about our work in the renewable industry sector.

Supporting our local Docklands project and Gold Standard projects, that help build sustainable communities in Africa and India as part of our emission offsetting program, goes towards achieving a better life and a more sustainable future for all.

The Gold Standard was founded by a group of NGOs in 2003, with projects continuing to represent the interests of civil society in support of their vision for 'climate security and sustainable development for all'. It is a standard that sets requirements to design projects for maximum positive impact in climate and development and to measure and report outcomes in the most credible and efficient way.



# Corporate Governance

We believe in sound corporate governance as it helps us to achieve our goals and allows us to lead the way to sustainable growth. We have established a structure allowing for appropriate oversight of departmental responsibilities throughout the company, ensuring consistent application of our values and management of our tasks in line with our code of conduct and company policies.

Our Directors and Senior Management assure that appropriate policies and procedures are in place covering all our operating activities on ethical grounds on a day-to-day basis. Ongoing review of the same forms an integral part of our work.

Regular meetings and working groups are established to ensure suitability and continual improvement of our management system, business strategy and company culture.

Further we fully understand and value the open and transparent communication with our workforce, encouraging feedback and suggestions at any time.

Our Whistleblowing policy is shared also to ensure safe channels are available when a person working for or on behalf of the company wishes to report a concern. We fully support a culture where the workforce is free to voice complaints and concerns in a confidential manner and without fear of retaliatory action.

Our motivation to advance stems from our combined daily efforts carried out with integrity and compliance with the law, the constant accumulation of new knowledge, our ambition to deliver excellence, to uphold high ethical standards and by focussing on sustainable practices to deal with the global challenges presented to us all.

## Appendix

Documents below are available on request.

Please [contact us](#).

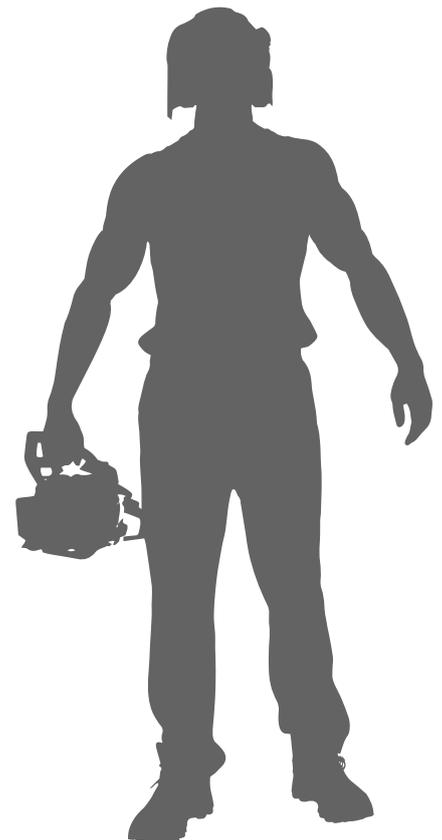
POL-HSE-001 Altitec HSEQ policy

POL-HSE-009 Altitec Energy & Carbon Management Policy

Code Of Conduct

ISO cert

PAS 2060 Declarations and Report 2021





# altitec



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