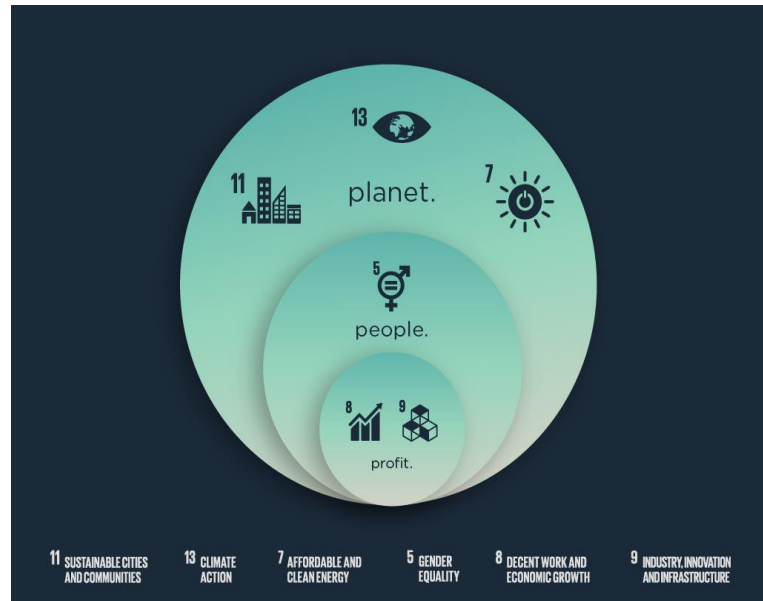


Corporate Responsibility

N-ERGY places sustainability at the heart of its corporate responsibility acting as the compass of how the company operates. Our aim is to fairly fulfil the interest of the triple bottom line; environment, society, and economy by making financial revenue while ensuring minimum environmental impact and maximum social benefit. With intensive knowledge and experience in sustainability, our team constantly refines our business strategy and projects the latest literature and international sustainable development agreements on it. We are committed to contributing to the relevant Sustainable Development Goals by the United Nations; Goals 5, 7, 8, 9, 11, and 13.



Environmental:

N-ERGY is ISO 14001 accredited for environmental management systems and thereby we are committed to enhancing the environmental performance of our processes and complying with environmental codes and obligations. We align our environmental objectives with the UK's clean growth strategy published in 2017 to grow the economy and cut Greenhouse Gas (GHG) emissions at the same time.

N-ERGY promotes a culture of environmental awareness amongst its employees and urges them to adopt pro-environmental behaviours to reduce carbon footprint and preserve resources. We enhance the environmental efficiency of our processes through implementing measures like water preservation, energy management and efficiency, reducing use of paper, recycling, carpooling, and selecting a more fuel-efficient means of transportation.

Similarly, we aim to minimize the environmental impact of our projects through risk control and restoration and waste prevention and management. And we go beyond complying with the environmental codes of practice, our R&D team constantly looks for the latest technologies in low-carbon energy, renewable energy, and storage.



Social:

- **Health and Safety:** Accredited with Occupational Health and Safety Management system OHSAS 18001, N-ERGY recognises the risk might be risen through different projects. Accordingly, we take strict measures to reduce it. The safety of our employees, partners and the communities around our projects are of highest priority to us.
- **Diversity:** Complying with the Race Relations Act and Employment Equality Regulations, N-ERGY treats its employees, candidates, and partners with equal respect regardless of their ethnic background, race, and sexual orientation. Proudly, our team brings together people from different races and ethnic backgrounds as we believe in the power of diversity to enrich the thinking process of our team and the overall performance of the company.
- **Gender Equality:** N-ERGY provides fair opportunities for its employees on a merit basis, regardless of gender. However, we realise the importance of increasing women representation in STEM in general and the Energy Industry in specific. Women make up 31% of our team and that is a good representation compared to 24% women in STEM and only 14% women in Energy in the UK. N-ERGY complies with the Equality Act and Sex Discrimination Act to provide a friendly environment for its women employees and empower them to realise their full potential.
- **Modern Slavery:** Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. Pursuant to section (54) of the Modern Slavery Act 2015, N-ERGY has zero-tolerance policy approach to modern slavery. We implement and enforce effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere within either our own business or in any part of our supply chain.
- **Community:** N-ERGY urges its employees to give back to the local and international communities. Our employees have a great track record in volunteering around the globe in various sectors like women empowerment, youth leadership, education, environmental protection and renewable energy. We provide support to employees taking part in charitable campaigns and events as we believe developing communities is highly reflected on economic growth around the world.



Economic:

Technological disruption and the Fourth industrial revolution are rapidly changing the energy scene and consequently, the market structure and governmental regulations with it. N-ERGY strives to find the balance between recurring revenue and adopting innovative solutions to cater to the market needs alongside ensuring minimum carbon emissions and maximum positive social impact. This balance is believed to contribute to the sustainability of the business, the welfare of its employees and local communities, and to surrounding environments.