

An aerial photograph of an industrial facility, likely a data center or warehouse, featuring several large green buildings with solar panels on their roofs. The facility is surrounded by a parking lot with several vehicles and is situated in a green, open area. A large, semi-transparent white circle is overlaid on the right side of the image, containing the company logo and report title.

storengy

A company of **ENGIE**

ANNUAL RBB REPORT 2021

Responsible Business Board | 2021

CONTENTS

CHAIR'S INTRODUCTION	01
COMPANY RESPONSE	02
THE RESPONSIBLE BUSINESS CHARTER	03
BOARD COMPOSITION, PURPOSE AND ROLE	04
BOARD MEMBERS	05
BOARD FINDINGS AND RECOMMENDATIONS	07
FAIR BUSINESS GROWTH	07
FAIR EMPLOYER	09
SUPPORTING OUR COMMUNITIES AND ENVIRONMENT	11
TRANSPARENT AND ACCOUNTABLE	13
SUMMARY	15
CLOSING STATEMENT	16

CHAIR'S INTRODUCTION

I am pleased to present the first annual report of the Storengy UK Responsible Business Board (RBB).

Storengy UK has made a commitment to open its business to external scrutiny across a range of objectives and responsibilities that matter to society through its Responsible Business Charter which sets out its aims and how they are measured.

The RBB has overseen and adopted the business's Responsible Business Charter. It has tested and challenged the suitability of each area and the related key performance indicators (KPIs). It has agreed these measures and targets against which the Board will scrutinise performance and hold the business to account. Its ongoing task is to oversee the implementation and progress of actions and changes required to achieve the Charter's targets.

This is a constructive, but also challenging, process for the business. Our role as a board is therefore supportive as well as critical. It is in everyone's interest that the business is committed to being responsible for its impact and effect on its community, employees, suppliers, customers, and the environment, so the RBB is keen to play a positive role in helping the business achieve its Charter goals and to help to drive its endeavours to achieve even more.

The company has set itself apart by choosing not only to commit to a robust set of business principles and present a detailed Charter of aims by which it seeks to improve, but to allow this to be externally judged, scrutinised, and challenged. And through the publication of this report, to be publicly transparent and accessible.



Our first year as a 'start-up' board has been a challenging one. Due to the COVID-19 pandemic, all the initial meetings have been held using on-line conferencing facilities. Our June 2021 meeting was the first session held in person at Storengy UK's offices in Northwich. This was also the first time all RBB members were able to visit and tour the Stublach facility and gain an essential understanding of the operation.

These challenges have inevitably had an impact on our first-year achievements. However, the Board has made significant progress in validating and exploring the Responsible Business Charter KPIs, with a detailed plan to scrutinise them in greater detail.

I am particularly grateful for the advice, guidance and vital input of Storengy UK's Managing Director, Michael Gibson, and his team, and for the commitment of our RBB Members who have worked hard to provide the level of impartial scrutiny and challenge necessary to support the business in its ambitious plans to be a positive and responsible part of society.

Christine Gaskell CBE, Chair

COMPANY RESPONSE

The Storengy UK business welcomes the insight, challenge, and support from the Responsible Business Board (RBB) and the assurance provided by the Centre for Governance and Scrutiny (CfGS).

This year has presented significant challenges to Storengy UK as we have worked hard to navigate through changes and obstacles within our sector, not least the impact of COVID-19, but also an adverse market and additional costs incurred due to new regulations.

Our commitment to being open to scrutiny during this time has not changed. In fact, we are more committed than ever to operating in a way that is open and transparent and we welcome the critical assessment of the RBB in assisting us to improve the health of our business and to contribute positively to the communities and environment around us. In its first year, the Board is already a valuable asset to the business, and we are actively adopting its recommendations from discussions in the board meetings and the summary in this report.

We are looking forward to seeing the results of their work in the coming year as their experience of the Storengy UK business grows. We are keen that they are seen by the business as a key partner and critical friend who offer constructive challenge and oversight of our Responsible Business Charter. We want to continue to lead the way in improving our business in a fair and responsible way, and the Board is a vital part of how we will achieve this.

***Michael Gibson – Managing Director,
Storengy UK***



THE RESPONSIBLE BUSINESS CHARTER

Storengy UK, owns and operates the largest gas storage facility in the UK. It launched its RBB with advice from the CfGS in September 2020 with the aim to ensure that the company is held publicly accountable for the delivery of its Responsible Business Charter commitments.

The business is committed to operating at the highest economic, social, and environmental standards. This has defined our approach to responsible business and is underpinned by our Responsible Business Charter. The Charter's purpose is to define the areas of business activity in which Storengy UK can make a positive impact.

The Charter currently identifies four areas of business activity and sets a high-level objective for each. These were defined by the company and ratified by the RBB at its first meeting:

-  **FAIR BUSINESS GROWTH**
-  **FAIR EMPLOYER**
-  **SUPPORTING OUR COMMUNITIES AND ENVIRONMENT**
-  **TRANSPARENT AND ACCOUNTABLE**

Underlying each of these four areas are the commitments that Storengy UK has made, each with their own targets and performance measures. These are the measures monitored by the RBB and to which Storengy UK is held to account by the Board.

The RBB utilises a web-based dashboard which delivers live updates on each individual target, together with comparative historical evidence to provide essential benchmarking, allowing the Board to form its questions and challenges for Storengy UK.

BOARD COMPOSITION, PURPOSE AND ROLE

The RBB comprises local and national members who have a wide range of experiences and interests which provide the balance of knowledge, expertise and insight required for an appropriate level of oversight and scrutiny (see page 5).

The Board's membership also includes the Managing Director and 3 Storengy UK employee representatives. The decision to include employees on the board gives the external board members a unique insight into company operations and gives the employees themselves the chance to be involved in the scrutiny of all areas of the business.

It is the Board's role to constructively monitor and challenge the progress of the company against its stated performance objectives in the charter and where necessary to stretch these ambitions to drive greater positive outcomes for the business, its employees, partners, community, and environment. The Board will highlight areas of interest or concern among Storengy UK's stakeholder groups, focusing on business ethics, social responsibility, and social value.

In its first year the Board has focused on the 4 key areas in the Responsible Business Charter.

-  **FAIR BUSINESS GROWTH**
-  **FAIR EMPLOYER**
-  **SUPPORTING OUR COMMUNITIES AND ENVIRONMENT**
-  **TRANSPARENT AND ACCOUNTABLE**

At each quarterly Board meeting these targets and associated KPIs are validated and scrutinised, with the RBB providing feedback, challenge, and recommendations. The Storengy UK executive committee then acts upon the outcome of the meeting to implement improvements, always considering the impact it may have on stakeholders, society, or environment. The results and achievements of the RBB and Storengy UK are publicly reported through an independent Annual Report, which is managed and overseen by CfGS to further support its impartiality.



CfGS
Centre for Governance and Scrutiny

BOARD MEMBERS



Christine Gaskell CBE

Chair of the Board

Christine spent her career in the motor industry and was on the Board of Bentley Motors for 18 years before taking early retirement in 2013. She was Chair of Cheshire and Warrington Local Enterprise Partnership for 9 years and Chair of the LEP Network and Vice Chair of NPfI. She stepped down from these roles in 2020. She has been a member of the Industrial Strategy Council from its creation.

She holds several non-executive positions including Vice Chair of The Royal Automobile Club. In 2010 she was awarded an MBE for services to skills and apprenticeships and in 2019 was awarded a CBE for services to the Cheshire economy. She is a Deputy Lieutenant of Cheshire and holds an honorary Doctorate in Business Administration from Chester University.



Professor Joe Howe

Executive Director and Professor of the Thornton Energy Institute, University of Chester

Joe's background is in geography and planning, environmental science, and environmental engineering. He has extensive experience in working interchangeably with industry on major

environmental projects and initiatives across the UK and is currently driven by the opportunities afforded to UK industry in delivering of the E600bn of infrastructure projects to be built in the country over the next decade. Joe has been pro-actively engaged with the UK's emerging clean growth agenda including his roles on the UK Decarbonisation of Gas Alliance, chairing of the NW Hydrogen Alliance and being the Northwest academic lead for the UK Industrial Decarbonisation Research and Innovation Centre. He is particularly passionate about the STEM skills and sits on the Board of the Department of Education: Engineering Construction Industries Training Board.



Anita Wainwright

Director at HR Solutions by Design

Anita is a highly experienced with over 40 years' experience in Human Resource management and Organisational Development. Anita began her career in the Nuclear Industry working for British Nuclear Fuels who also sponsored through her degree in Sociology and Psychology at Liverpool University. Anita has worked in both the private and public sectors and has experience in Financial Services, Gas and Oil, the Fire Service, the NHS and in a large non-departmental public body. Most recently Anita was the HR Director at the recently merged Manchester University NHS Foundation Trust which employs approximately 20,000 staff. Prior to that she worked within an NHS trust providing the Board of Directors with support to move out of Special Measures. Anita is currently a Director at HR Solutions by Design. Anita is also

a Non-Executive Director in a local NHS Foundation Trust which brings a different and valuable perspective to her approach.



Sam Naylor

Labour Councillor for Northwich Witton

A proud product of, and passionate believer in, the town of Northwich. A retired police officer with a strong community background. Sam represents Northwich Witton on Cheshire West and Chester Council the ward includes most of the town centre. Sam also sits on Northwich Town Council and currently focuses on the continuing regeneration of Barons Quay and Weaver Square, and in assisting and promoting the post COVID 19 recovery of the Mid Cheshire community.



Matt Langridge

MBE British Rower

Matt is one of the UK's most successful athletes, having competed in 4 Olympic Games, winning 3 Olympic medals and multiple World Championship titles. After a long 16-year career with the British Rowing Team, Matt finally achieved his lifetime goal of becoming Olympic Champion at the Rio Olympics of 2016. Matt is also an accomplished speaker and delivers many interesting talks highlighting the constant need for self-learning, commitment and hard work that goes into achieving your dream. Born and raised in Northwich, Matt is passionate about the local community, the environment we live in and encouraging the next generation to aspire to be their best.



Jennifer Addis

Senior Buyer Storengy UK

Jen has worked for Storengy UK Ltd since May 2017. As Senior Buyer she is involved in both operational and project procurement across the site. Prior to this she worked as Purchasing Co-ordinator for a Biodiesel plant which specialised in supplying high grade sustainable diesel from wastes. With a

keen interest in ethics and making a conscious effort to ensure that all the roles she has undertaken in procurement since graduating in her degree in Philosophy and Ethics are in keeping with her ethical and moral beliefs. This board gives her the opportunity to learn more about parts of Storengy UK which traditionally as a buyer, may not have been in her remit. Using her ethical knowledge to support the board and ensuring Storengy UK operate with the upmost transparency and best ethical practices.



Peter Scott

Day Operations Technician Storengy UK

Pete has worked for Storengy UK since 2015 starting off as a Shift Technician before moving into the role of Day Operations Technician. He started his working life in the military as an electrician in the Royal Corp of Signals and served in various locations around the world. Prior to joining the team at the Stublach site, Pete has spent over 25 years in heavy industry working in the energy and chemical sectors. Pete is proud to work in his hometown for Storengy UK, supporting the company's dedication to a carbon neutral future and its ongoing commitment to the local area.



Lily Bernadet

New Business Development at Storengy UK

Lily has worked in various Business Development and Project Management roles for the past 10 years. After having worked for the Banking, Construction and Defence industries, in 2014, Lily joined the global energy group ENGIE, managing the development of Facilities Management tenders across the UK Healthcare and Education sector. With innovation being paramount to Business Development, she joined the Innovation and Solutions team initiating and developing solutions across all activities of the ENGIE UK business. In 2020 Lily joined Storengy UK to lead the development of its green gas solutions, including its recent entry into the biogas sector.

BOARD FINDINGS AND RECOMMENDATIONS FOR THE FUTURE

THE FOLLOWING SECTION PROVIDES AN OVERVIEW OF EACH AREA OF THE RESPONSIBLE BUSINESS CHARTER AND DISCUSSES WHERE IMPROVEMENTS OR PROGRESSION ON THE COMMITMENTS HAS TAKEN PLACE. IT ALSO IDENTIFIES HOW THE BOARD FINDINGS SO FAR HAVE GIVEN THE BUSINESS FOCUS AND KEY AREAS TO IMPROVE.

FAIR BUSINESS GROWTH

Responsible Management of Pensions

Storengy UK operates a standardised approach with respect to employer pension contributions throughout the business to ensure equity and fairness. The pension scheme is scrutinised by a governance board made up of a minimum of 4 employees, with external support, which assesses the operation of the scheme and reports on the level of compliance with industry best practice.

During the last twelve months the Governance Board has met twice to review performance of the scheme and to develop and agree the 2021 Governance Policy. Due to the demographics of the business's population a "Later Life" course has been trialled.

The pension uptake within the business has consistently been at 98% throughout 2021. In April 2021, the business decided to increase its pension contribution by an additional 1%, following staff feedback through the employee forum. Further engagement of staff is enabled by an online platform supplied by the pension provider, allowing employees to interact and review their pension scheme and its performance.

The RBB have been supportive of the business's approach to the management of its pension scheme and its uptake, and they are satisfied with the current position regarding the funding of the business's pension commitments.

Key Recommendations from the board

- There has been some churn in terms of the employee representatives appointed to the Governance Board during 2021. The board recommends a minimum term membership of 3 years from 2022 onwards.
- Review the pension provider's performance and benchmark against market leaders i.e., top quartile pension scheme providers.
- Plan more direct communications to the workforce about the Company Pension Scheme and its performance.
- Focus on the roll out the "Later Life" courses.
- Review the role and value for money provided by the appointed Pension Consultancy firm.



Fair Payment of Suppliers

Storengy UK is fully committed to ensuring its suppliers are paid in a timely manner. The invoice terms of payment have been formally amended so suppliers are paid within 30 days, as opposed to 60 days previously. This commitment is consistently applied for all suppliers irrespective of whether they are a large business, or a small and medium-sized enterprise (SME).

Storengy UK has worked hard over the last 12 months to improve its performance in this area. This stated, it is acknowledged that while the overall trend has been good there remains some difficulty in consistently achieving this goal. Good progress has been made against this KPI and payments to SME organisations now exceed the KPI target. However, Purchase Orders issued retrospectively remain slightly above the KPI level.

The RBB has encouraged Storengy UK to initiate a realistic plan to address payment terms, with particular focus on SMEs. Progress will continue to be monitored by the Board.

Key Recommendations from the board

- Further work is required in terms of communication with the workforce to ensure they understand the full purchase to pay process and its impact to payment performance.
- Issue weekly reports to identify any outstanding actions impacting the purchase to pay process.

Sharing Profitability

Storengy UK has introduced a Company Profit Share Scheme (CPSS) and have rolled this out to all staff. The CPSS is a discretionary scheme and relies on company and individual performance. This is measured against company profitability, employee end of year reviews (based on personal and behavioural targets), and the sites Health and Safety performance.

The business has committed to continue the CPSS in the coming year and its terms will be reviewed by the Executive Committee to ensure fairness and inclusivity.



FAIR EMPLOYER

Equal Opportunities for All

Storengy UK is committed to equality of opportunity within its business, and it is absolutely focused on having a culture in which people are valued and respected regardless of their race, religion, age, gender or sexual orientation.

To achieve the Equal Opportunities commitments, it is incumbent on all in the business to ensure their actions reflect Storengy UK's culture and keep these areas under continuous review. Open discussion is encouraged with employees so that diversity and inclusion topics are fully understood, and it is vital that managers and senior leaders can discuss this at all levels.

Supporting our employees in their personal lives plays an important role in encouraging them to stay with the company. We are proud as a business to offer enhanced maternity and paternity packages to employees and have a flexible working policy.

Our parent company, ENGIE, have introduced a 50/50 target by 2030 to ensure management teams are equally gender balanced - in 2021 25% of the Storengy UK management team are female.

Key Recommendations from the board

- The RBB reviewed the equality, diversity and inclusion processes and training provided for employees. Although it was considered a good starting position, it was felt that the KPIs did not deliver the impact expected. The Board would like to see clear targets for diversity and inclusion, with an overlay of training completed by all members of staff.
- The Board asked the business to embed the ENGIE Group 50/50 target as a key metric and to propose a glide path to meet this.

- The business should ensure that diversity and inclusion training is sufficient and that managers are active in discussions.
- An Equality, Diversity and Inclusion (EDI) champion/team should be internally appointed for 2022. This will coincide with the Women in Storengy UK group for which support plan will be formed early in 2022.

Training

Storengy UK strongly believe that the success of our business is down to our employees, whatever their background and individual skills, every member of our team plays a key role in this success.

Multiple training routes are offered for employees, including a range of online learning and courses provided by the business, some of which are a mandatory undertaking for certain areas of the business.

Employees are encouraged to set their own training goals and Personal Development Plan (PDP) that align with the business and their role (measured against a target of 100% of employees with a PDP). Staff can and do undertake external training options, for example: diplomas, degrees, first-aid courses etc... Progression is encouraged and Storengy UK have completed work on a business-wide succession plan. The business is keen to work with young people and encourage them to take a STEM career path. In 2021 we have met our commitment to recruit 2 apprentices, with a further 2 completing diplomas and degrees.



Key Recommendations from the board

- The RBB were pleased to hear that the business supports training and progression. However, more work needs to be done to monitor mandatory courses, as the uptake can sometimes be short of 100% completed.
- The Board considered that the impact of training was not obvious and not captured, and that the business should find ways to achieve this.
- A more meaningful KPI is to be considered and developed on staff training, linked to succession planning.
- The business should ensure that 100% of employees have a PDP in place.

Safety and Wellbeing

Being committed to protecting the safety and occupational health of individuals, to guaranteeing industrial safety, to ensuring security, to managing major risks and preserving the environment, Storengy UK actively promotes a safe culture across the site that encompasses both permanent staff and personnel from contractor companies.

Storengy UK remained fully operational during the pandemic and acted quickly to ensure that its people were as safe as possible. This included working from home arrangements addressing equipment needs, wellbeing solutions and extensive Covid precautions for those on site.

The Board commended Storengy UK's excellent health and safety record. All employees, managers and senior leaders are committed to safety, and this was clear throughout the KPI review, investigative discussions and evidenced by the business once again being awarded a Gold in the Royal Society for the Prevention of Accidents awards.

Employee Voice

The Board have welcomed the fact that Storengy UK opted to include employees among its members. This gives a unique perspective and internal knowledge of the business, whilst giving the employees a voice.

The business also has an employee forum, held regularly and attended by a range of employees. This forum discusses new policies or working practices, improving staff engagement and deals with practical issues to improve the working environment.

Storengy UK also discussed its plans for changing the way business update meetings are held to improve communication. These will take the form of a town hall, and the board looks forward to seeing the impact of this.

Addressing Pay Gaps

The RBB was pleased to see that although Storengy UK does not need to complete a pay gap analysis, it has performed one. It was noted that the business does not have a significant pay gap. However, this will be monitored and a strategy will be implemented to encourage more women into the business.

The business has committed to applying the Cheshire Living Wage in its subcontracts as a standard clause. This was welcomed by the Board, and they asked to be kept up to date with responses from contractors.

Key Recommendations from the board

- The RBB challenged the business to dive further into the data for pay gap analysis and develop a strategy to encourage more women into the business.
- Work has started developing a Women in Storengy UK group to drive ideas and suggest process improvements.



SUPPORTING OUR COMMUNITIES AND ENVIRONMENT

Commitment to Our Communities

Our focus over the last few years is to align our chosen charity, community, and volunteering projects each year with our business objectives. The main areas being carbon reduction, supporting young, disadvantaged children into the workplace and we added COVID support due to the pandemic.

We will continue to focus on Wellbeing and Mental Health, encouraging young women into STEM careers, and EDI. Conversations have already begun with Mid-Cheshire Mind, and we will continue to progress our KPIs with our new EDI champion.

Over the last 2 years Storengy UK has allocated £40,000 from our community fund to support a range of different projects. One such project was the 'We Deliver' initiative in collaboration with the police and 'We mind the Gap' Charity. Helping young, disadvantaged people with opportunities and hope for the future. We will continue to provide funding for initiatives that involve young people.

Environmental and Biodiversity Leadership, Innovation and Improvement

Storengy UK worked with ecological experts to prevent harm to the local environmental and protected species. From the very beginning, the team were aware of endangered wildlife on site and were able to rehouse them. The endangered wildlife that we rehoused included great-crested newts, bats and owls.

To compensate for the trees and shrubs that had to be felled during the construction process, Storengy UK replaced these in far greater numbers in line with expert advice (between 85,000-100,000 trees and shrubs). This work continues today in close consultation with the 8 tenant farmers that occupy the site.



In collaboration with a local bee farmer, we set up beehives and a bee breeding area. The goal was to start a breeding program to protect the declining Cheshire honeybee population. Storengy UK will be expanding the bee breeding program and inviting more local school children onsite to learn more about this. Furthering the biodiversity of the site is important to Storengy UK, current plans being to create wildflower meadows and continue our work to protect the wildlife.



Carbon Reduction Leadership

The business is committed to reduce scope 1 and 2 emissions by 2025 and scope 3 by 2030 and has committed to join the UN Oil and Gas Methane Partnership 2.0 to increase transparency within the industry. We work closely with NET Zero North West, a collective of businesses, leaders and academic institutions, to achieve a net zero vision for the region.

Storengy UK are working on several ways to reduce our own carbon emissions and earlier in 2021 the Corporate Board approved investment in a 2.25MW solar farm on site. Construction is expected to complete by the end of 2021. Once completed this will provide 7% of the site's electricity, including most of its baseload.

From the start of 2021 the company has been purchasing green electricity as standard, LED lighting has been installed throughout our buildings and petrol and diesel cars have been removed from the company car list.

We have installed several EV charging points for staff to use for free and have provided access to cycles on site as an alternative to site vehicles, we have also converted one of the vehicles to take hydrogen fuel. Staff have alternative green options when traveling the site for maintenance work.

Finally, plans have been put in place to manage methane emissions. We have analysed our emissions through a fugitive gas study to understand the current position of the site and are actively proposing solutions.

Key Recommendations from the board

- The RBB challenged the business to go further in reducing its own carbon emissions.
- The business should explore putting in place a power purchase agreement for the green electricity source to guarantee origin.
- The business should look at more ambitious carbon reduction targets and think about what industry leading changes we could make.



TRANSPARENT AND ACCOUNTABLE

Customer Satisfaction

At Storengy UK we are committed to delivering the highest standard of customer service. Challenging ourselves and the business to think of new ways of working. Our Net Promoter Score (NPS) is 86 for 2021, this scoring matrix goes from -100 to +100, with +100 being an outstanding score, showing how much our customers value our services.

In the survey customers are also asked to rate their overall satisfaction (OSat), by this measure we scored an overall satisfaction index of 96%. This excellent result reflects the trust our customers put in the efficient and effective operation of our site, and our ability to deliver their gas as and when they need it.

Key Recommendations from the board

- Continue to improve our product offerings, finding solutions that work for our customers.
- Maintaining the CRM and providing additional information as required.
- Additional customer insights.
- Looking at Strategic account management for 2022.
- Skills training on the CRM for our commercial teams.

Driving an Ethical Culture, Exposing Unethical Culture

As a business we are committed to always upholding the highest ethical standards. For this to happen key areas are being identified that need continuous monitoring. Ethics checks are already performed on significant counterparties and employees are asked to complete ethics training and to understand and adhere to the Storengy UK policies.

Our Group, ENGIE, have a whistleblowing phone line which is communicated to all staff. An external service provider receives all the alerts, guaranteeing the confidentiality of any information they contain and ensuring all legal obligations are fulfilled.

“The Storengy UK team offer creative solutions to capture market opportunities and are always ready to discuss new ideas - much appreciated!”

“We had a positive experience with the Storengy UK product. Reliable and hassle-free operations. Keep going.”



Key Recommendations from the board

- Identify any gaps in ethics checks of significant counterparties, the target should be to make sure all significant counterparts have completed our ethics checks.
- Training and understanding to be reviewed by managers regularly and feedback should be provided on how effective this has been.

Open to Scrutiny

In 2019 we formed the RBB to ensure the company is held to account. We will work with the board on a quarterly basis and publish a report annually which will be publicly available. We continue to engage and respond to multiple stakeholders which include health and safety, regulatory, financial and our own group.

Transparency with Customers and Prospects

We have an obligation to our customers and prospects to provide full contract documentation published at least 2 weeks before any capacity sale.

We maintain timely reporting of all REMIT (Regulation on Wholesale Energy Markets Integrity and Transparency) data related to our gas storage activity. Keeping consistency with EU framework.

Key Recommendations from the board

- Quarterly customer newsletter will be reintroduced using an add-in to the Salesforce CRM system.
- Our customers can keep up to date via our website and social media updates, the commercial department and communications team will work closely on a strategy to continue our communications and improve where necessary in 2022. This will include engaging with new and prospective customers.

SUMMARY

FAIR BUSINESS GROWTH

Review and benchmark pension provider's performance

Direct communications about pensions with employees

Implement training for workforce on purchase to pay process

Monitor payment of suppliers in line with KPI

FAIR EMPLOYER

Embed ENGIE Group 50/50 target

Set clear targets for EDI. Managers to lead

Capture impact of staff training. PDP linked to succession plan

Pay gap analysis to continue and introduce a strategy to encourage more women to join the business

SUPPORTING OUR COMMUNITIES AND ENVIRONMENT

Expand support for our communities in line with KPIs

Work with leading experts to continue developing innovative ways to protect the local environment and wildlife

Increase ambition to reduce our own carbon emissions targets

Find creative industry leading solutions to support UK's Net Zero targets

TRANSPARENT AND ACCOUNTABLE

Continue to improve our product offerings, finding solutions that work for our customers

All significant counterparts complete our ethics checks

Drive our ethical culture and understanding of policies

Marketing and Communication strategy for 2022

CLOSING STATEMENT

2020/2021 have been a challenging couple of years for Storengy UK, our employees and the wider community. Despite this we have been fortunate to continue our operations during the pandemic and we are pleased to have received the scrutiny and support of the RBB throughout this time.

The future for Storengy UK will be enriched by their involvement. We move forward with a clear set of KPIs that will ensure our continued success as a business and a positive impact on society.

We pride ourselves on being **DEMANDING, BOLD, CARING**, and **OPEN** and there is no exception when it comes to our corporate social responsibility.

We look forward to challenging ourselves further in the coming years and we welcome any views or comments. Please email us with your thoughts at communications@storengy.co.uk

storengy

A company of 

