

Responsible Business Board **Sustainability** Report for **Storengy UK**



storengy

RBB 2024

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Company Introduction and introduction to RBB

Storengy UK operates the largest onshore, underground gas storage facility in the UK, located in Cheshire. It serves its customers by providing reliable and flexible energy storage solutions. With a firm commitment to the energy transition and supporting the UK's journey towards Net Zero.

The principles of:

- Fair Business Growth
- Fair Employer
- Transparent and Accountable
- Supporting Our Communities and Environment

underpin Storengy UK's efforts and values ensuring that Storengy UK operates responsibly.

The Responsible Business Board is an independent board, meeting 4 times a year, with board members coming from a range of backgrounds. Each board member contributes their individual skills and experience to foster a culture of accountability and transparency, promoting initiatives that benefit the Storengy UK business and the wider community.

The Responsible Business Board are instrumental in the delivery of the above principles and have adopted them in the RBB Charter. The board are dedicated to guiding, challenging and scrutinising Storengy UK's actions, to balance social and environmental responsibilities and community integration with the operations of the company.

This report is the Responsible Business Board's review of the actions and initiatives that were completed in 2024 by Storengy UK.



Chair's Introduction

I am delighted to present the fourth annual Responsible Business Board Report.

Over the last year the board has taken on the challenging mandate to support Storengy UK in maintaining its progress against our agreed responsible business charter, whilst shifting the scope of the Responsible Business Board to include greater focus upon community engagement, protecting resources and Storengy UK's clean power agenda.

As an independent Chair, I bring an external perspective to the important work being undertaken by Storengy UK and the critical role Storengy UK plays in addressing today's environmental and social challenges. With my fellow board members, our role is to scrutinise activities, suggest alternative options, and hold the business to account for its decisions. This report is an essential tool in providing transparency and accountability for those decisions, showcasing the progress Storengy UK has made, while outlining the steps needed to prepare for a sustainable future. There are many examples of Storengy UK's concern for its impact on the wider environment and society to reflect upon throughout the report, and also lots of opportunities to capitalise upon the solid base which has been established over the last four years.

As a board, we have welcomed a new board member to our ranks, Ged Barlow, who joins us with a wealth of knowledge around net zero, which perfectly aligns to the organisation's strategic ambition of **driving the energy transition as a leading responsible energy storage provider**. As a board, we continually review the skills composition of board members to ensure that we are well placed to support the business in achieving its aims, acting as a creative sounding board, whilst retaining our ability to act as a critical friend.

The board have received updates in business performance, strategic direction, community and environment, all of which indicate clear purpose and direction from the business.



The 10-year anniversary of the Storengy UK business in November 2024 was an opportunity for the business to reflect upon how far the organisation has come in those 10 years, how the business has matured in terms of operational performance and business processes, and acknowledge the people who have contributed along the way.

The business has, for some time, focused upon its journey to carbon neutral, undertaking various initiatives to reduce carbon emissions from simple changes to office fabric, to large scale projects such as the installation of a 2.23MW solar farm. This commitment has reduced emission levels by 72% across scopes one and two. What has become apparent through board meetings is the desire to go further and extend the target to include scope three emissions. The board recognises the difficulty in reducing scope three emissions, but remains supportive of this ambition, and will focus upon strategies to help the business achieve its ambition. Furthermore, the board also respects Storengy UK's decision not to use carbon offsetting as a means to reduce its CO2 emission levels.

An aspect of being a responsible business that links well to Storengy UK's scope three ambitions is the effective management of waste, therefore there is a larger section in this year's report on waste management. There is greater detail, on the types of waste collected and the percentage which is recycled. The board has requested that Storengy identify ways to reduce the amount of waste produced and also increase the amount which is recycled.

Key to the protection of the natural resources on the Stublach site is understanding the delicate ecology across the site. To gain the deep understanding needed of the animals and habitats which surround the Storengy UK site, the business commissioned an external company to undertake a site wide ecology survey. The findings of this survey have been shared with the board, and the biodiversity of the site has been added to the list of things which the board will review in 2025.

At the time of writing the business is in the process of being formally re-assessed for the Investors in People accreditation. Although the results are not yet known, I and the other board members wish the business the best in its endeavours, as our experience of the team at Storengy UK has always been of a company that actively tries to improve its workplace and people.

This report is a reflection of the progress Storengy have made and a pledge to the work that lies ahead. Sustainability is a journey, and Storengy UK have made great strides forward in this. There is however plenty more to be achieved and we are confident in the Storengy UK teams' ability to lead positive change for the generations to come.

Thank you for your continued trust and partnership.

Christine Gaskell CBE
Chair



Company Aspiration and Direction

Storengy UK has had a remarkable year of significant achievements. The Stublach Gas Storage Plant reached an impressive 99.5% technical asset availability, delivering exceptional availability and reliability to our customers. The company maintained its RoSPA accreditation for the 12th consecutive year, earning a 'Commended' rating in the Oil and Gas Sector. Additionally, Storengy UK achieved a Net Promoter Score of 88, maintaining the high regard of customers for our products and services set in previous years.

These accomplishments underscore Storengy UK's commitment to operational excellence, safety, and customer satisfaction.

In our 10-year anniversary year, we were able to reflect upon the business achievements, and the contributions of individuals and teams who have been instrumental in the organisations success. These celebrations not only honour the past but also serve to inspire a forward-looking mindset, setting the stage for future growth and innovation. By commemorating a decade of achievements, Storengy UK reinforces its commitment to excellence, and builds momentum for the next chapter of its journey.

Our focus will remain on innovation across all areas of the business, excellence in safety, being a responsible energy storage provider, and an employer of choice. We commit to furthering our aspirations in two critical areas: biodiversity and community engagement. Protecting resources remains a priority, as we explore ways in which we can enhance biodiversity across our operations and beyond. Equally, we will deepen our collaboration with local communities and schools, creating opportunities for meaningful partnerships that drive shared value, and lasting social impact benefiting our local community.

I am pleased that the Responsible Business Board continues to share their insights and knowledge with us as we strive to meet new challenges as a business leading in the energy transition. The Responsible Business Board have been both our cheerleaders and at times our toughest critics, challenging well established assumptions and encouraging us to improve and work more efficiently. This makes our business better as a result and they have my genuine appreciation for their oversight.

Here's to many more years of achievements and excellence!

Franck Turmel Josek
Managing Director

Stublach Gas Storage Plant reached **99.5%** technical asset availability*

Storengy maintained its RoSPA accreditation for the **12th** consecutive year.

Storengy UK achieved Net Promoter Score of **88%***

Meet the Board



**Christine Gaskell CBE
Chair**

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 NPII, stepping down from these roles in 2020. She has held a number of non-executive roles and is a Vice President 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 serves as a Deputy Lieutenant of Cheshire and holds an honorary Doctorate in Business Administration from the University of Chester.



**Professor Joe Howe
Net-Zero Humber Academic
Cluster Lead at the
University of Lincoln**

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 £600 billion of infrastructure projects to be built in the country over the next decade. Joe has been proactively engaged with the UK's emerging clean growth agenda, including his role as a Co-investigator on the UK Industrial Decarbonisation Research and Innovation Centre and chair of Mission Innovation Hydrogen Production on behalf of the UK. He is particularly passionate about promoting STEM skills. He is a trustee of the Department of Education: Engineering Construction Industry Training Board, where he is responsible for skills and qualification, and is a board member of Cogent Skills where he is the lead on energy transition.



**Anita Wainwright
HR Consultant, HR Solutions by Design**

Anita is a highly experienced professional with over 40 years' experience in Human Resource management and Organisational Development. Anita began her career in the Nuclear Industry and has experience in Financial Services, Gas and Oil, the Fire Service and the NHS. Most recently Anita was the HRD at the Manchester University NHS Foundation Trust. Anita was also a Non-Executive Director in a local NHS Foundation Trust for 7 years.



**Robert Davis
Group CEO, EA Technology**

Robert has a passion for innovation. This has manifested over the years through his pursuit of delivering on the decarbonisation agenda. EA Technology has grown to significant scale since his joining, now employing 300+ employees worldwide. Recent investment from private equity firm Summa delivers significantly greater opportunity to grow the company to become a 'globally leading grid edge technology provider'. As well as his day job, Robert leads the Award for Enterprise activity in Cheshire as a Deputy Lieutenant and remains Chair of the Cheshire and Warrington Sustainable and Inclusive Growth Commission. Previous roles have included President of the Institute of Asset Management and Senior Independent Director of the Energy Systems Catapult.



**Sam Naylor
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 ward on Cheshire West and Chester Council. Sam sits on several governing bodies including Warrington and Vale Royal College, Rudheath Senior Academy and the Mid Cheshire Hospital Trust. He is the Armed Forces Champion for Cheshire West and Chester, and Chairs their Scrutiny Committee.



**Matt Langridge MBE
Commercial Pilot**

Matt began his career in the world of sport, as part of the British Rowing team representing his country at World Championship. After a successful rowing career in which, representing Team GB at four Olympic Games Matt obtained his Pilots licence and now works as a commercial Pilot. Matt also undertakes public engagements as a guest speaker.



**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 Corps of Signals and served in various locations around the world. Prior to joining the team at the Stublach site, Pete 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.



**Ged Barlow
Former Chief executive of Net Zero North West**

Ged Barlow is the recently retired Chief Executive of Net Zero North West, the region's leading organisation with responsibility for driving and promoting industrial decarbonisation activity. It acts as an inward investment accelerator with links to government, regional assemblies, academia and international investors. He has held senior roles in the Chemical and Commercial Research and Development sectors for over 30 years and has held posts as a government advisor on Environmental policy and has been a Board member of the Cheshire and Warrington LEP.



**Phil Morris
Technical Manager**

Phil has been the Technical Manager at Storengy UK since 2020. Phil has 29 years' experience within industry, holding various roles from Shift Engineer to Projects and Engineering Management, with 25 years in natural gas storage across 3 different gas storage facilities in Cheshire and Manchester. He is delighted to be a member of the RBB and believes the RBB Charter sets Storengy UK apart from other businesses, making it a truly special place to work.



**Nicola Inman
Commercial Operations Manager**

Nicola is the Commercial Operations Manager at Storengy UK and has been part of the Commercial team since 2022. Prior to working at Storengy UK, Nicola has worked in the Cyber Security sector for 13 years, working with public and private sector clients. She has also previously owned her own business, an eco-friendly greengrocer. Nicola is committed to supporting the local community and Storengy UK to help mould a future containing lots of positive change.

THE 17 GOALS

Sustainable Development

Storengy UK aligns with the 17 UN Sustainable Development Goals (SDGs), which represent a critical call to action for all nations, both developed and developing, to collaborate globally.

These goals emphasise the various measures which eradicating poverty and other hardships must be integrated with efforts to enhance health and education, diminish inequality, and stimulate economic growth, all while addressing climate change and striving to protect our oceans and forests. Each Storengy initiative is mapped to the relevant UN sustainability goal.





Our Carbon Neutral Journey

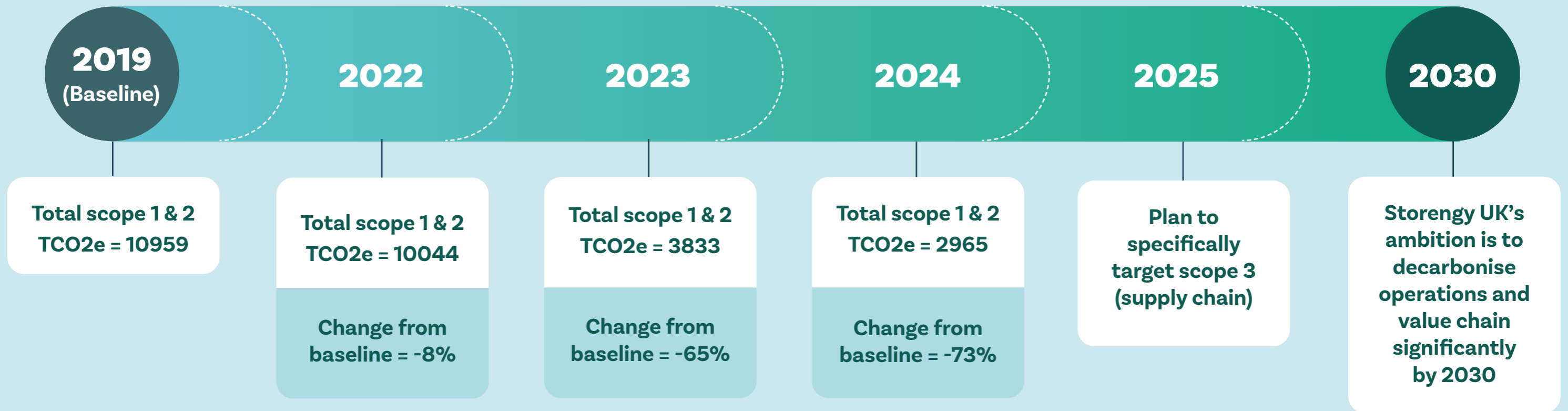
Storengy UK's ambition is to achieve carbon neutrality in their operations, and they have committed to achieving this by 2025.

The initial focus of the business has been to reduce the carbon emissions generated via scope one and scope two emissions.* This has now been extended to specifically target scope three (supply chain). It is by working with supply chain partners that Storengy UK intends to tackle this final challenge.

Carbon Emission Reductions

Where we started

Where we are heading



* Scope 1 emissions are direct emissions from sources that are owned or controlled by an organization, Scope 2 emissions are indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the organization. They are presented here as tonnes of carbon dioxide equivalent (TCO2e).

Carbon Emission Reductions



| Scope 1 | Baseline 2019 | 2022 | 2023 | 2024 |
|---|---------------|-------------|-------------|-------------|
| Tonnes of carbon dioxide equivalent. (TCO2e) | 4949 | 5361 | 3833 | 2965 |
| Gas released to atmosphere (maintenance or leaks) | 3466 | 3400 | 2223 | 1241 |
| Gas used for heating the process | 1008 | 1486 | 1407 | 1521 |
| Gas Quality testing | 475 | 475 | 203 | 203 |
| Percentage Change from Baseline | | -8% | -23% | -40% |
| Percentage Change YoY | | | -29% | -23% |

| Scope 2 | Baseline 2019 | 2022 | 2023 | 2024 |
|---------------------------------|---------------|-------------|----------|----------|
| (TCO2e) | 6009 | 4683 | 0 | 0 |
| Percentage Change from Baseline | | -22% | -100% | -100% |
| Percentage Change YoY | | | -100% | 0% |

| Total scope 1 & 2 | Baseline 2019 | 2022 | 2023 | 2024 |
|-----------------------------|---------------|--------------|-------------|-------------|
| (TCO2e) | 10959 | 10044 | 3833 | 2965 |
| Change from Baseline | | -8% | -65% | -73% |

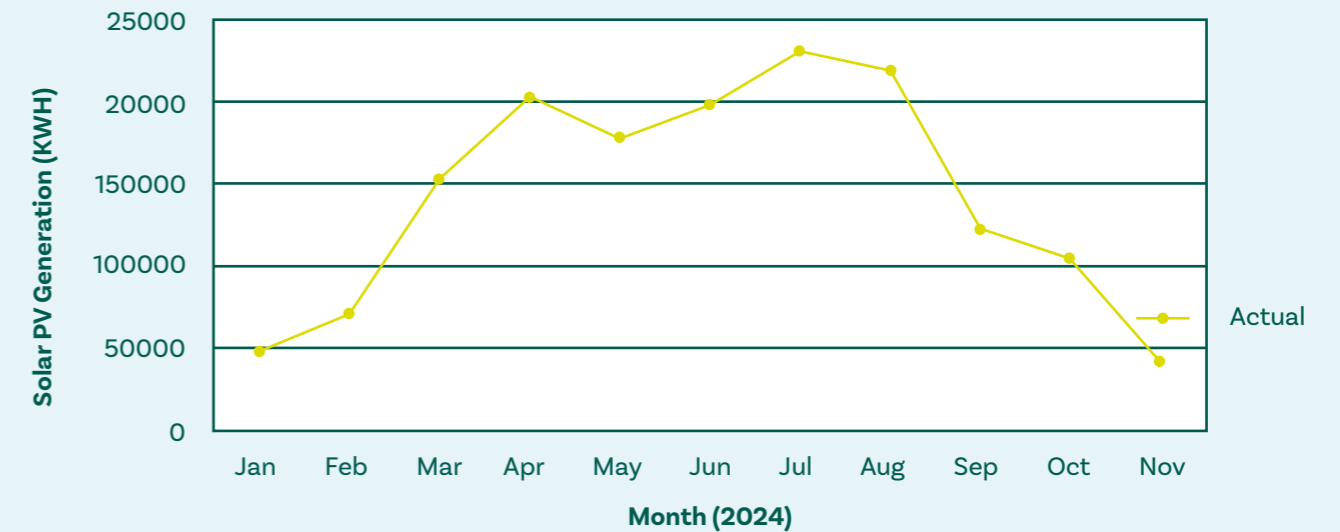
How do Storengy UK measure their emissions reduction journey?

Storengy UK, adopts the Oil and Gas Methane Partnership (OGMP) methodology to measure their CO2 emissions. The Oil & Gas Methane Partnership 2.0 (OGMP 2.0) is the flagship for oil and gas reporting and mitigation programme of the United Nations Environment Programme (UNEP) and part of the UNEP's core mission. It is the only comprehensive, measurement-based international reporting framework for our sector. Storengy UK has committed to using this framework for measuring their reduction in emissions.

The highest level of measurement under the program is level 5, SUK uses this exacting standard for all of Storengy's measurements relating to emissions and are assessed annually for compliance by the OGMP standards board. Storengy were pleased to achieve Level 5 reporting standard in 2024 and aim to maintain this for the future.

***Scope 1 emissions** are direct emissions from sources that are owned or controlled by an organisation, **scope 2 emissions** are indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the organization.

Solar Array



4.9MWh green electricity produced since August 2021 – **enough power for 1800 households for a year.**

1.6MWh green electricity produced in 2024 – **enough power for 590 UK households for a year.**



Storengy UK have decided not to use offsetting as a means to reach carbon neutrality and have chosen to expand their focus on emission beyond scopes 1 & 2.

Commitments in Action

The Responsible Business Board regularly review information relating to key metrics of Storengy UK's responsible business performance, providing advice, challenge and guidance to improve performance and contribution to community engagement, and helping the business prepare for the clean power transition.

Performance Highlights

The business performance metrics demonstrate significant operational efficiency and excellence in business processes. The clear focus upon safety continues, together with renewed focus upon customer satisfaction.

In 2024 the Stublach Gas Storage Plant achieved **availability of 99.5%***

Maintaining RoSPA accreditation for **12 consecutive years** with a 'Commended' in the Oil and Gas Sector.

Storengy achieved a Net Promoter Score of **88** maintaining the same high regard from customers achieved in 2023.

Since 2022 payment of suppliers has improved from **75.6% paid within 30 days to 86.20% paid within 30 days. With a total of 96.8% of all suppliers paid within 60 days.**

*Technical asset availability - excludes planned downtime.



People

The people metrics monitored by the Responsible Business Board, range from recognition and remuneration, to wellbeing and skills development, and are derived from Storengy UK's desire to be a good employer.

Applying the Cheshire Living Wage for 5 years, and ensuring that the Cheshire Living wage is a requirement of contractors meaning anyone working for Storengy UK can earn a decent living.

Since the last full Investors in People Assessment, improvements have been made across various areas. Line Manager skills and responsibilities have been enhanced, contributing to the overall development of our management capability. The introduction of the ENGIE Ways of Leading and ENGIE Ways of Working frameworks has provided clear guidelines for behaviours, aiding in succession planning and personal development.

The introduction of the Hay Banding Structure ensures that pay is free from bias, and transparent. Working patterns have been overhauled to create a better balance for staff, including a 9-day fortnight and 2-day working from home options, depending on the job. This change, in response to staff feedback, has led to increased engagement and a better work-life balance. Career planning and Personal Development Plans (PDP) are now delivering tangible results, with several staff members benefiting from career progression.

Pension participation rates dipped in 2024 to **94%** from 98%.

In February all of the Storengy management team undertook, Mental Health Skills for Managers, accredited program to Mental Health England, providing a sound basis to support employee's wellbeing. Storengy UK celebrated the first Apprentice moving into a full time role. This success has resulted in two further apprentices being taken on by the business, and an aspiration for additional and wider apprenticeship roles.

Storengy UK will support the new apprentices through their training, whilst the trainees earn a salary in line with the Cheshire Living Wage.

Partnered with Enterprise Cheshire and Warrington to ensure that all job roles are advertised locally, to promote local opportunities in the North West.





Community

Community involvement is an area the Responsible Business Board believe is essential to the growth and development of the business. Storengy UK, despite its size, has invested significant time and resource into engaging with the local community supporting the future of the North West.

Lead Sponsors for the Green Expo Youth Conference 2024 - showcasing green jobs in the energy sector.

Mock Interviews with Queens Park High School to help prepare students for job interviews.

45% of staff used their volunteering day.

Developed working relationships with Cheshire and Warrington Enterprise Partnership to ensure that vacancies are advertised in the local community.

Participated in the careers fair at Middlewich High School.

Attended careers fairs at, the County High School, Alderley Edge School, Middlewich High School and TTE apprenticeships careers event.

On International Women's Day, welcomed female students from the County High School, to see the career opportunities in the Oil and Gas Sector.

Governance

At Storengy UK, ethical behaviour is paramount. Storengy ensure all staff are trained in ethical practices and provide tools for reporting any misconduct. Storengy's commitment to transparency includes timely reporting of outages and publicising contracts, aligning with regulatory standards and fostering trust with their customers and stakeholders.

Ethical behaviour is driven throughout Storengy, through awareness and appropriate checks and balances. Storengy continued to ensure ethical practices through training, with 100% of staff having completed the appropriate courses.

To support the ability of Storengy's staff to behave ethically and always do the right thing, Storengy UK provides easy-to-use tools for anyone to report inappropriate situations or those that are not in line with our principles or current laws and regulations, Storengy UK has put in place a whistleblowing system that is open to all employees and stakeholders.

As a part of their transparency with customers and the wholesale gas market Storengy UK has reported all major outages and site capability changes within its one hour notification policy under the REMIT (Regulation on Wholesale Energy Market Integrity and Transparency) regulation, to ensure no market abuse of Stublach's data is possible.

All product contracts have been published publicly at least one month in advance, meeting the Responsible Business Board's recommendations and targets to ensure transparency and clarity for customers. The company has improved expense reporting to allow better identification of gifts and hospitality compliance.



Environment

Reducing Waste

Effective waste management is a critical component of responsible business operations and reflects Storengy UK's commitment to environmental stewardship.

Storengy recognises the impact that waste contributes to environmental challenges, and has taken steps to responsibly and effectively manage its waste. A third party has been appointed to handle all of the solid waste, with a scope to either recycle or recover all waste and avoid landfill disposal.

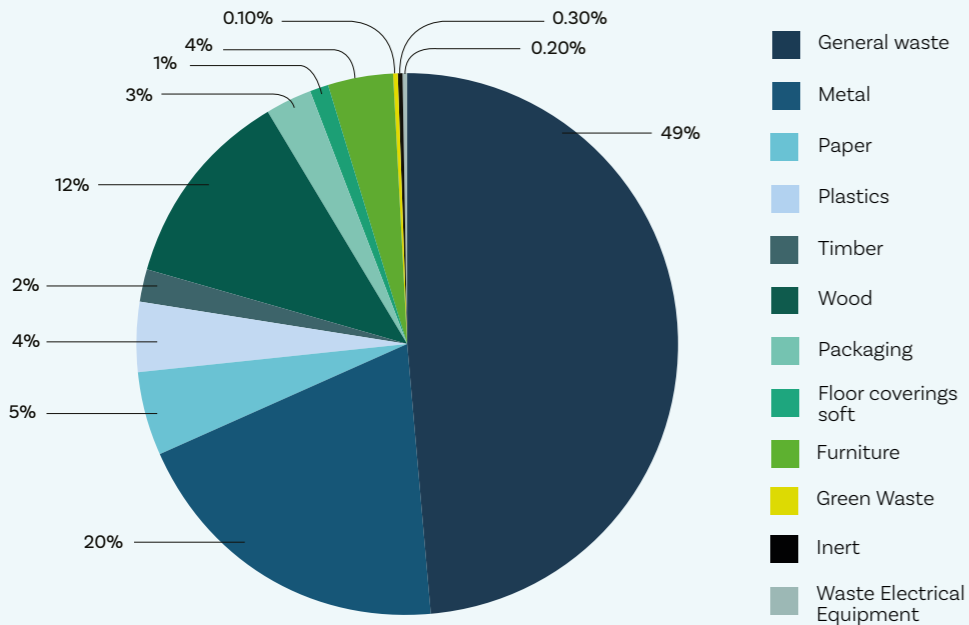
The approach to waste management involves analysing the waste generated using the European Waste Category (EWC). In 2024, 112.4 Tonnes of solid waste was disposed of, 73 tonnes recovered for recycling and the remaining 39 Tonnes going to provide energy from waste.

Table of Solid Waste Recovered in Tonnes

| EWS Code | Waste Stream | Total Waste Collection 2024 | Waste Recycled | Energy from Waste |
|----------|----------------------------|-----------------------------|----------------|-------------------|
| 200301 | General waste | 54.6 | 19.11 | 35.5 |
| 200140 | Metal | 22.91 | 20.95 | 1.96 |
| 150101 | Paper | 5.27 | 4.11 | 1.16 |
| 170203 | Plastics | 4.9 | 4.9 | 0 |
| 170201 | Timber | 2.51 | 2.51 | 0 |
| 200138 | Wood | 13.94 | 13.94 | 0 |
| 150106 | Packaging | 3.1 | 3.1 | 0 |
| 101208 | Floor Coverings soft | 0.49 | 0 | 0.49 |
| 200307 | Furniture | 4.16 | 4.16 | 0 |
| 200201 | Green Waste | 0.12 | 0.12 | 0 |
| 170107 | Inert | 0.33 | 0.33 | 0 |
| 160214 | Waste Electrical Equipment | 0.05 | 0.05 | 0 |
| | | 112.38 | 73.28 | 39.11 |



Total Waste Collection 2024



The majority of waste is general waste at 49% (EWC 200301), the second main contributor was metal (EWC 200140) at 20% this was due to the decommissioning of the methanol system in 2024, including the removal of redundant pipework and equipment.

16 consignments of Liquid Waste were shipped equalling a total of 432.24 Tonnes of Effluent/dirty water, non-hazardous. This was due to an issue with a passing valve on the effluent tank, which meant Storengy UK had to process more water than usual, however this has since been repaired and consignments have been reduced.

Conclusion

Storengy UK has made significant strides in its journey towards sustainability and responsible business practices. The commitment to being a part of the clean power solution is evident through the pioneering projects and adoption of new technologies like hydrogen.

Their focus continues to be upon reducing carbon emissions as part of their and ENGIE's climate change action plan, and strive to be a good employer by focusing on wellness and diversity, equity, and inclusion (DEI) initiatives.

Looking ahead to 2025, Storengy are enhancing their focus on community engagement and biodiversity, ensuring that their efforts are not only impactful but also sustainable. The trend data demonstrates continuous improvement, and the maintenance of targets and gains made, reflecting their dedication to long-term success.

As they continue to drive the energy transition, Storengy UK is clearly committed to providing responsible energy storage solutions, contributing to the community, and enhancing the environment. Their journey to carbon neutrality by 2025 is well underway, and we are proud of the progress they have made. Continuing to work closely with supply chain partners to address scope three emissions will help them achieve their ambitious goals.

Thank you to our board members, Storengy UK employees, and partners for their unwavering support and dedication. Together, we are building a sustainable future and making a contribution to the energy transition and our local community.

Protecting Resources

This was also the year in which Storengy UK commissioned a habitat and species scoping survey at the Stublach site to identify the different habitats present, their value for biodiversity, and any opportunities for enhancements.

A range of 16 opportunities for enhancements at the site were identified, including:



Management of ponds.

Altering grassland management, for example leaving spaces for wildlife to flourish around hedgerows.

Enhancing selected grassland areas, planting wildflowers and diverse grass species.

Creation of dead wood features within the woodlands.

In addition, a range of bird boxes will diversify the breeding opportunities for a selection of bird species. These opportunities have been prioritised and will be delivered throughout 2025.



storengy

We welcome all views and comments.
Please contact us at communications@storengy.co.uk

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