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About Enerveo

Enerveo is one of the largest contracting businesses in the UK, offering a wide variety of services including mechanical, electrical, high voltage, infrastructure installation, test and inspection services, as well as street lighting.

We deliver everything from straightforward solutions to highly complex energy infrastructure projects through an end-to-end approach, using innovation and collaboration to better our industry.

We harness our experience and heritage gained over the years to shape our future and provide the assurance needed when designing and building energy infrastructure. Our history of engineering excellence allows us to address strategic and day-to-day challenges, offering practical, safe, sustainable services, improving resilience and keeping critical assets operating effectively.

Protecting the environment around us as well as within the communities we serve is at the heart of our business and we actively embrace a culture where safety and environmental protection are at the forefront of our operations.

Our project delivery is underpinned not only by a focus on rigorous safety processes but also by our unrivalled technical expertise that enables us to deliver first-class solutions to our customers.



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Since our last report was published, and against a difficult economic backdrop, we have made significant progress in advancing towards our sustainability goals.

As we publish this, our second sustainability report to date, we are clearer than ever before on what part Enerveo can play in tackling the global climate crisis. The situation needs to be addressed with increased urgency by those who have the power to make change happen.

Collating our report provides substance on where our business has made gains and where we can further improve – assessing our impact allows us to identify areas that we have the opportunity to prioritise.

Throughout 2023, we actioned significant change within our organisation. Particularly impactful has been the evolution of our geographical footprint, which included relocation to new offices & warehouses and moving out of a number of old properties in favour of new, modern locations, with lower carbon footprints. In addition, we have implemented our fleet rationalisation programme which focuses on streamlining our fleet's activities as well as promoting a lower average age of our assets with a view to reducing carbon emissions.

The focus of our carbon commitments is to firstly, reduce consumption in our built environment, such as at leased properties. We aim to achieve this through a number of initiatives, such as smart utilisation of electronic devices and switching to LED lighting.

Secondly, we will be promoting more carbon efficient employee travel when operating our fleet and when travelling more generally, such as the use of public transport and car sharing where possible.

I'm pleased to say we have increased our electric vehicle mileage by 387% and our waste production has reduced by 38% (waste recycled has increased by 41%) building steadily on both the short and long-term goals set out in our previous report. We are also improving the carbon efficiency of our clients, in some cases more than two thirds, as you will see within this report.

It is important to make our sustainability information available to our stakeholders, so we have taken the decision to release this report in advance of our 2023-24 financial accounts.

A full version of the report, including headline financial information will be available in due course.



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Safety

Is our number one priority. Enerveo continue to have an industry leading safety record



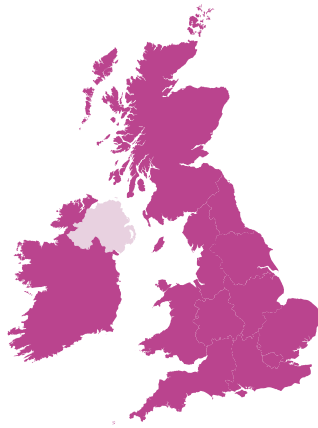
Driving excellence

Broadest scope of services through the full Lifecycle of a job from planning to installation and maintenance



HV Knowledge

Managing over **900** HV customers and **1200** networks across the UK and Ireland with the largest team of SAPs and craftsmen



National reach, local experts

Working across the UK & Ireland



Innovation

in decarbonisation, energy efficiency and embedded generation

Capacity

to deliver bespoke projects up to **£5m**, further to much smaller contracts.



Expertise

With **1261** employees. In the last year, we have trained **39** apprentices in our business - we love to grow our talent from scratch



Investment in people

Through learning & development programmes aligned to our safe system of work

National reach, local experts

With circa **48** regional offices throughout the UK and Ireland building long standing relationships, supporting critical infrastructure for over **1200** customers

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7726 tonnes

Energieo's Carbon Footprint

9468 m³

Water Used



1269 tonnes

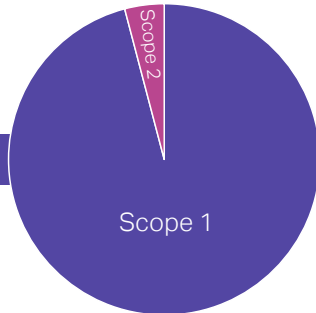
Waste Generated

99%

Recycled

>9M KWh/year

Savings For Customers: 2023 Lighting Projects



Energieo Carbon Footprint By Scope

*Scope 3 excluded from 2023 report

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Company Information

Enerveo Limited is a limited company (company registration number 02317133) wholly owned by Aurelius Antelope in the UK. The registered address is Second Floor Eagle Court 2, Hatchford Way, Birmingham, England, B26 3RZ.

Reporting Period

The reporting period covered by the sustainability report for 2023 references the calendar year 1st January 2023 to 31st December 2023. This reporting year does not match the current Enerveo financial year, but has been selected to mirror historic sustainability reports.

Social Impact – Our Employees

Our people are our greatest asset, and we take their safety seriously.

Moving into 2024, we will continue to target the reporting of both safety and environmental hazards to help us further reduce our accident and incident frequency rates.

The following measures relate to our people, in calendar year 2023:

- Total number of employees **1261**
- Total number of apprentices **45** (on programme)
- There is a plan to recruit another **16** apprentices in 2024
- Accident & Incident Frequency Rate (AIFR) = **1.76**
- Number of fatal accidents = **0**
- Employee turnover rate = **28.8%**
- Diversity and inclusion – **82%** of employees have completed diversity and inclusion training
- **13%** of senior managers are female
- Enerveo is now one of almost **14,000** UK businesses that have voluntarily committed to paying the real Living Wage rate - a wage that meets the costs of living, not just the government minimum.

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Environmental Impact – Carbon

Reasons for change in emissions

In 2023 there was a significant change across our property portfolio, Enerveo relocated to a number of new premises and also vacated a number of old properties in favour of new and more modern locations with lower carbon footprints.

Enerveo have also implemented a new fleet rationalisation programme which focuses on improving the fleet activities, promoting lower average age of assets and ensuring more focus on emissions.

Quantification and reporting methodology

In compiling this report, we have followed the [UK Government environmental reporting guidance](#) and we have calculated our carbon footprint, using the 'UK Government's GHG Conversion Factors For Company Reporting' calculator. Our figures relate to the required elements of each Scope (1 & 2) category, rather than the optional elements. The scope tables ([located on these pages](#)) demonstrate where data has been excluded for the 2023 Enerveo report.

Organisational boundary

We have used the financial control approach to defining the organisational boundary. This report covers the carbon footprint for Enerveo Limited only. Future reports will also include Enerveo Ireland Limited.

Please note that Enerveo operates a number of Private Finance Initiatives (PFI's), e.g. for street and sign lighting. Although Enerveo pays the electricity bills for these initiatives, both the cost and the impact is seen as one for the public sector clients we are supporting. Therefore the decision has been taken not to report the energy usage associated with street and sign lighting in this report, but to clearly exclude the consumption and emissions from Enerveo's own carbon footprint.

Operational scopes

We have measured our scope 1, 2 and excluded scope 3 emissions from our 2023 report. Where we have not estimated a % for exclusions, it is because we have not carried out this estimation yet.

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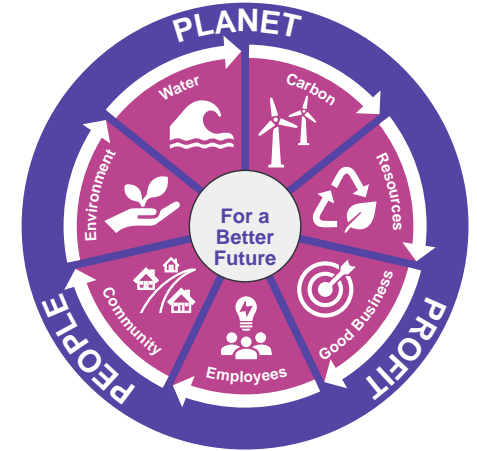
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We have developed our second carbon reduction report in accordance with Government guidelines and with our commitment to 2050 Net Zero.

We have been developing our sustainability strategy since 2021 which was the first year Enerveo was a standalone business. Our strategy is based on the three pillars of sustainability - Environmental ('Planet'), Social ('People') and Economic ('Profit').

It then further subdivides into seven key segments. We have developed robust baseline data for each segment and associated targets, both for our own improvement and to assist others with their aspirations.



Planet		Profit			People	
Carbon	Water	Environment	Resources	Good Business	Employees	Community
How are we doing? (Measuring, monitoring and reporting)						
Positive operations (What we are doing - positive impacts of our expertise)						
Travel & buildings (Managing impacts of fleet, transport, travel and buildings)						
Working together (How we work with suppliers, customers and environmental organisations)						
Doing the right thing (Complying with legal requirements, procurement documents and stakeholder expectations)						
Managing progress (Using our integrated Quality, Environmental, Health and Safety Management Systems to control our activities)						
Changing with the climate (Recognising the risks and adapting to climate change and any other major changes outside our immediate control)						

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SCOPE 1 in metric tonnes CO ₂ e	2023	Specific Exclusions	Estimations
Gas consumption	81.13	None	In limited cases
Owned/ leased transport	7329.34	None	In limited cases
Process Emissions	N/A	N/A	N/A
Fugitive emissions	Excluded	Emissions from air conditioning and refrigeration equipment excluded due to difficulties in data collection. Further work is to be undertaken to establish materiality and data collection methods.	N/A
Total Scope 1	7726.60	N/A	N/A

SCOPE 2, in metric tonnes CO ₂ e	2023	Specific Exclusions	Estimations
Electricity (Enerveo operations)	316.12	None	In limited cases
Electricity (solar)	50,952kWh	N/A	In limited cases
Electricity (PFI)	This is paid for by Enerveo and then back-charged to the client and therefore is seen as part of our client carbon footprint.		
Total Enerveo Scope 2	316.12	N/A	N/A

Enerveo gross and net CO₂e emissions

Year	2023
Gross Emissions Tonnes CO ₂ e	7726.60
Exported renewable electricity reduction	0
Offsets	N/A
Net Emissions	7726.60

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Base year

Enerveo's first year of trading was 2021.

Targets

At the time of writing this annual report, our strategy and targets are being finalised. The headline target, which has been agreed by the business is to reach Net Zero carbon emissions by 2050. The strategy has been introduced in this annual report and the short, medium and long-term targets will be publicised as soon as they have been finalised.

Data assurance

This year's report has been assured internally. Independent assurance will be investigated for future reports.

Carbon offsets/ compensation

The potential for the use of carbon offsetting/ carbon compensation will be investigated as part of the Enerveo: Our Sustainable Future strategy. Small amounts of carbon offsetting have been undertaken as part of individual projects, but have not been formally recorded.

Electricity

Electricity purchased for Enerveo's own use or consumption: 1,526,598 kWh, of which Electricity procured under a 'green energy tariff: 50,952 kWh.

Gas

Gas consumed in the heating of Enerveo premises: 443,528 kWh

Fuel usage

During 2023, the business used the following amounts of fuel in our commercial fleet:

- 1,509,078 litres of diesel
- 87,980 litres of unleaded petrol

Our company cars covered the following mileage.

Business Milage (Company Cars)	Miles
Diesel	639,016
Petrol	3,000,424
Electricity	41,904
Total	3,681,344

Heat generation

We have not generated any heat for export.

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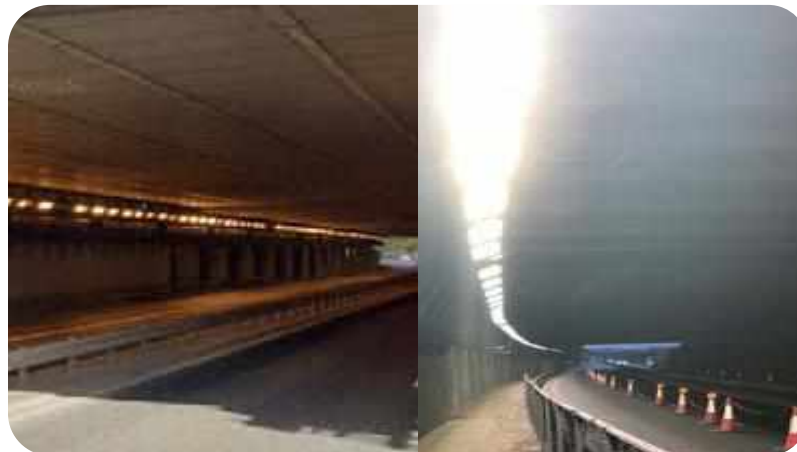
Project

Taking place at Gatwick Tunnel, the project consisted of the replacement of 321 lighting units (ranging from 150w - 400w Son-T lamps) and the installation of a lighting control system.

Other elements of the project

The LED upgrade has 32 x 130w and 106 x 524w LED units on the northbound and southbound carriageways.

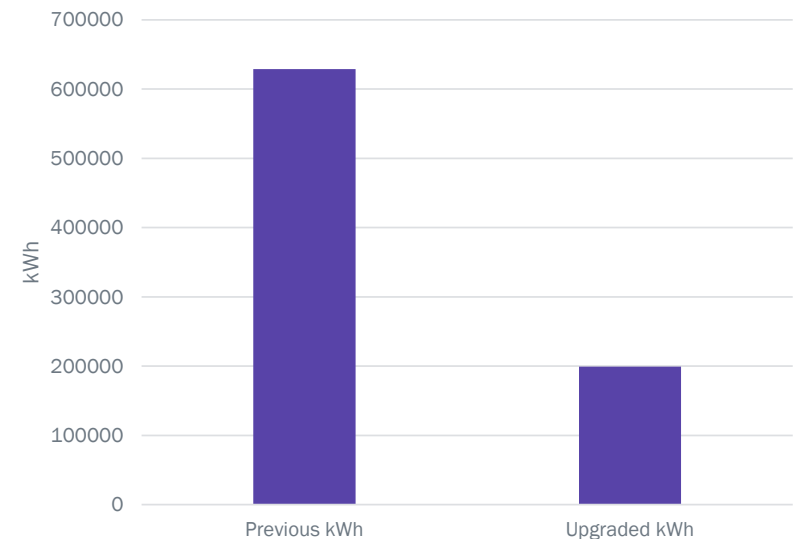
- New Monitoring system located in cabinet within the Gatwick Tunnel
- Managers trained to monitor the system both on site and remotely from the office
- Moneypenny (out of hours call centre) also monitor out of hours
- There is a camera installed either side of the tunnel which communicates with the monitoring system
- Depending on outside lux levels, the tunnel will set the light output inside the tunnel. Essentially, if it is dark outside there will be less lights on inside the tunnel or if it is bright outside there will be more lights on.



Benefits

The graph demonstrates there is a significant reduction in kWh following the LED upgrade. Overall, this is a saving of 4295.12 kWh and an annual saving of £64,427.

Energy Comparison



Sustainability impacts

LED lights can last up to six times longer than other types of lights, reducing the need for frequent replacements. Using fewer lights means fewer resources are required for manufacturing processes, packaging/ materials and transportation. The installation of a lighting monitoring system will result in energy reduction. Having better control of lighting can reduce costs by 30-50% and significantly reduce carbon emissions.

Overall, sustainable lighting helps reduce energy consumption and greenhouse gas emissions, promotes human health and well-being, and reduces waste.

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Project

Enerveo recently commissioned by Ubitricity to install 300 electric vehicle charging points within existing street lighting columns in the City of Liverpool.

The project took place over a six-month period with preferred locations for the installation and commission of the charge points provided by the local authority.

The works included the installation of the charge point within the columns plus the installation of a new earth matt at the side of the column as shown below.

A new isolator was required to be installed within the column. In most instances, it would require lower of the Distribution Network Operator (DNO) cut-out, which would normally be carried out by the local DNO. However, as Enerveo as are Independent Connections Provider (ICP) we were able to do this at a low-cost to the client.

The works were carried out at the same time as the installation of the earth mats, which saved a significant amount of time between installation and commissioning. Without this accreditation the contract could have extended a further 12 weeks.

Benefits

- Uses existing infrastructure
- Easy to use for all EV drivers
- Keeps footpaths free
- Easy to relocate if required
- Network-compatible
- Fully compliant to UK standards
- Short planning, highly scalable & quick installation
- Low investment and operating costs

Sustainability impacts

By installing EV charging stations, this encourages the use of electric vehicles, cities can reduce traffic congestion and create healthier urban environments. There is also a need for public chargers, especially in urban areas to make EV charging more widely available, this project supports this element in terms of increasing the volume of EV charging stations.



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Project

With almost 29,000 street lights on Swindon Borough Council's roads, energy costs have risen sharply in recent years. The annual cost for street lighting energy is currently over £1.3m, and with current budget restrictions, these costs are becoming increasingly unaffordable for many local authorities.

Swindon are investing £7.2m to convert approximately 26,000 street lights to LED units over an 18-month period, as well as making essential column replacements as part of the scheme.

Benefits

The upgrade is expected to deliver a substantial reduction in the amount of energy purchased and utilised by the council, aiming for a 61% improvement. The scheme is also projected to save Swindon Borough Council £800,000 per year.

We achieved 73% energy saving on this project, Contractual target was 61% set by the council.

Sustainability impacts

LED lighting is one of today's most energy-efficient and environmentally-friendly lighting technologies. The installation of LED lighting across this project means the bulbs will have a longer lifespan (requires less maintenance/ frequent replacements) and also means less energy is used, in turn helping reduce carbon emissions.



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Bradford School and Enerveo

Reach is a unique Trust led career program that brings local businesses and academies together to address social mobility, develop key employability skills and prepare students for the world of work. It's specially designed for students aged 13-14, who are at a crucial time in planning their future and selecting their subject options for GCSE.

Enerveo Leeds supported The Grange COOP Academy in Bradford over 3 visits which gave the students an opportunity to develop their employability and life skills outside of the normal school curriculum. This involved a visit to the Enerveo Highways Electrical Depot in Leeds to carry out an interactive session with the Highways Electrical division aiming to provide a meaningful, virtual and physical employer encounter. The students observed depot operations, took part in group planning tasks and visually participated in an LED lantern conversion with our operatives. This was followed by 2 visits to The Grange where Enerveo Mentors assisted the students to create and progress their workbooks developed throughout the journey, bespoke to their chosen pathway, allowing them to enhance skills such as confidence building and key professional qualities (what makes a good team leader, communication skills and time management).

The program concluded with an awards ceremony, attended by a motivational speaker, where the students' participation in the program was recognised with a certificate of achievement. It also gave the students one last chance to reflect on their involvement in the REACH program with Enerveo and share their optimism over their future journeys.

Enerveo's involvement received special thanks from the Director of Reach and a keen interest to continue working together in the future.



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Zak Houlahan
Chief Executive Officer



Peter Schoeneberg
Chief Finance Officer



Patrick Rooney
Director of Highways Electrical



Helen Wain
Procurement Director



Stacy Lowe
Interim HR Director



Wes Mason
IT Director



Jonathon Humphries
Group Commercial Director



No'maan Qureshi
Finance Director

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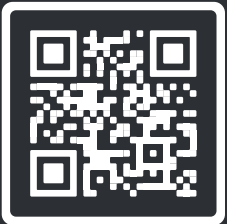
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Contact us

If you'd like to learn more about how
Enerveo can help your business, get
in touch:

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