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# MAKING AN IMPACT

ENERVEO SUSTAINABILITY REPORT 2024

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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.



# A statement from Peter Schoeneberg, Managing Director



We are pleased to launch our third sustainability report as a standalone company, and as a business, are clear what part we can play in tackling the global climate crisis.

2024 was a year of significant change for us as we moved back into the shareholding of SSE plc. The benefits of this have been numerous, affording us not only financial stability, but also the means to assure both our customers and suppliers of our capability to deliver and invest in initiatives that drive efficiencies in everything that we do.

Our ability to invest has significantly expanded the horizons of our sustainability goals.

Here are a few examples of the progress we made in 2024.

- 1. Carbon footprint reduction.** We have reduced our carbon emissions by 16.5% from 2023
- 2. Fleet sustainability.** How we operate our fleet has been a significant focus this year. We have introduced more hybrid & electric vehicles, revised our company car policy and implemented driver training focused on promoting emission reduction
- 3. Strengthening HSEQ capabilities.** Our Health, Safety, Environment, and Quality (HSEQ) team has expanded, nearly doubling in size
- 4. Property portfolio improvements.** Moving out of old properties and relocation to new and modern locations, with lower carbon footprints

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 2024-25 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



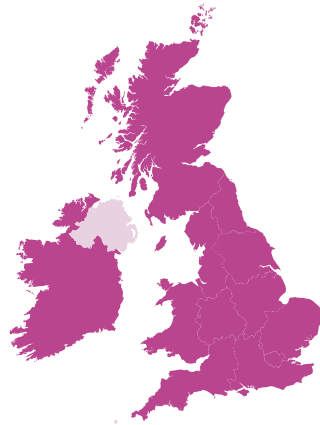
**Driving excellence**

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 **1,200** 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

**Versatility**

We have the ability to facilitate projects across a variety of areas and skill sets including process industries, power distribution, mechanical, engineering and private networks - across our customer base

**Expertise**

We currently have **942** employees, and in the last year, have trained **57** 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, we build long-standing relationships, supporting critical infrastructure for over **220** customers

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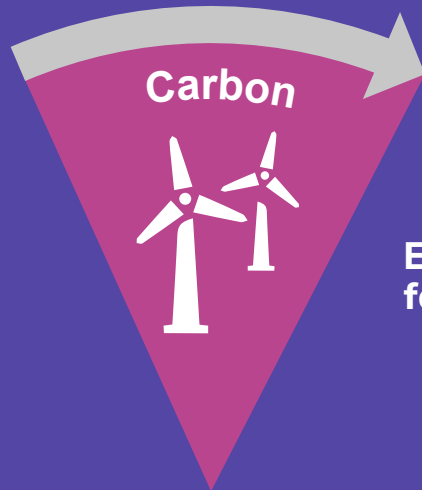
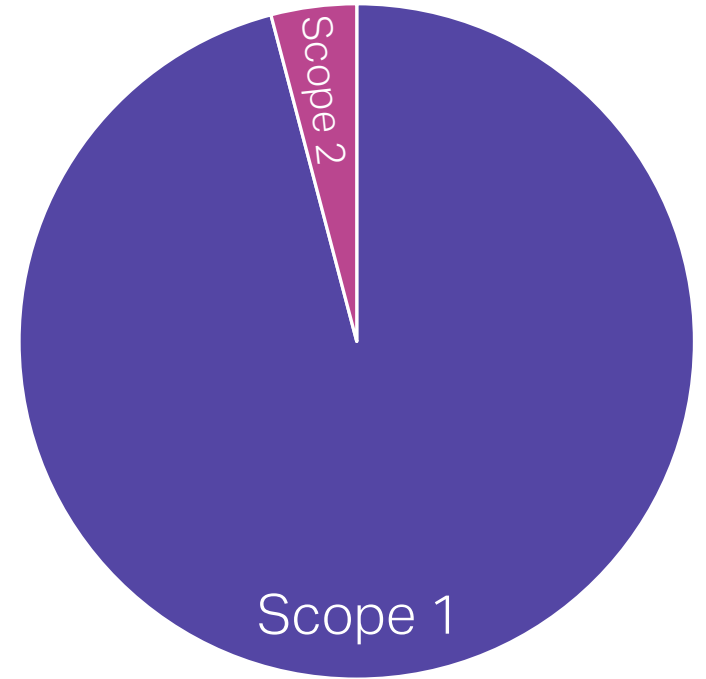
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**Enerveo carbon footprint by scope**

\*Scope 3 excluded from 2024 report

<b>Scope 1</b>	<b>6,200</b>
<b>Scope 2</b>	<b>252</b>
<b>Total emissions (tCO<sub>2</sub>e)</b>	<b>6,452*</b>

\*16.5% reduction from 2023



**Enerveo's carbon footprint**

**6452 tonnes**

**>7M KWh/year**



**Savings for customers: 2024 lighting projects**

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# Fleet sustainability

## Overview

We are actively pursuing sustainable practices in fleet management to reduce our reliance on diesel and lower carbon emissions. We are collaborating with suppliers to transition some of our fleet to electric and hybrid vehicles, focusing initially on company cars. This shift has already resulted in a noticeable decrease in our carbon footprint.

## Current initiatives:

1. Transition to electric and hybrid vehicles:
  - We are onboarding more hybrid and electric cars, which has led to a reduction in carbon emissions
  - A procurement exercise is underway for our highways electrical fleet, specifically for Mobile Elevating Work Platforms (MEWPs). We are exploring hybrid alternatives to improve fuel efficiency and reduce idling time
2. Government regulations compliance:
  - In response to tightening government regulations on emissions, we are developing a company car policy aligned with sustainable fleet management practices
  - Investments in electric vehicles are being looked at to reduce emissions and lower long-term fuel and maintenance costs
3. Driver training and behaviour monitoring:
  - Recognising the importance of driver behaviour, we are implementing training programs to promote safe driving habits that conserve fuel and reduce emissions
  - The introduction of a new telematics system in all vehicles will enable real-time monitoring of fuel efficiency and help mitigate wasteful driving behaviours, such as harsh braking and rapid acceleration

## Conclusion

Our commitment to sustainability in fleet management is evident through our proactive measures to transition some of our fleet to electric and hybrid vehicles, comply with government regulations, and enhance driver training and monitoring. These efforts are crucial for reducing emissions, improving fuel efficiency, and ensuring long-term environmental and economic benefits.



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# Our 2024 sustainability impact

## Company information

Enerveo Limited is a limited company (company registration number 02317133) owned by SSE plc. 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 2024 references the calendar year 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024. 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 2025, 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 2024:

- **942** employees and **271** contingent workers (average)
- **57** apprentices trained, with plans to recruit **10** more in 2025
- Accident & Incident Frequency Rate (AIFR) = **1.52**
- **0** fatal accidents
- **18.4%** employee turnover rate
- **86%** of employees have completed diversity and inclusion training
- **21.4%** of senior managers are female
- Enerveo is now one of almost **13,000** 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.



We are a  
**Living  
Wage**  
Employer

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## Environmental impact – carbon

### Reasons for change in emissions

In 2024 there was a further reduction across our property portfolio, Enerveo vacated a number of old properties in favour of new and more modern locations with lower carbon footprints.

### 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 2024 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. As a result we will not include 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 2024 report. Where we have not estimated a % for exclusions, the estimation has not yet been carried out.



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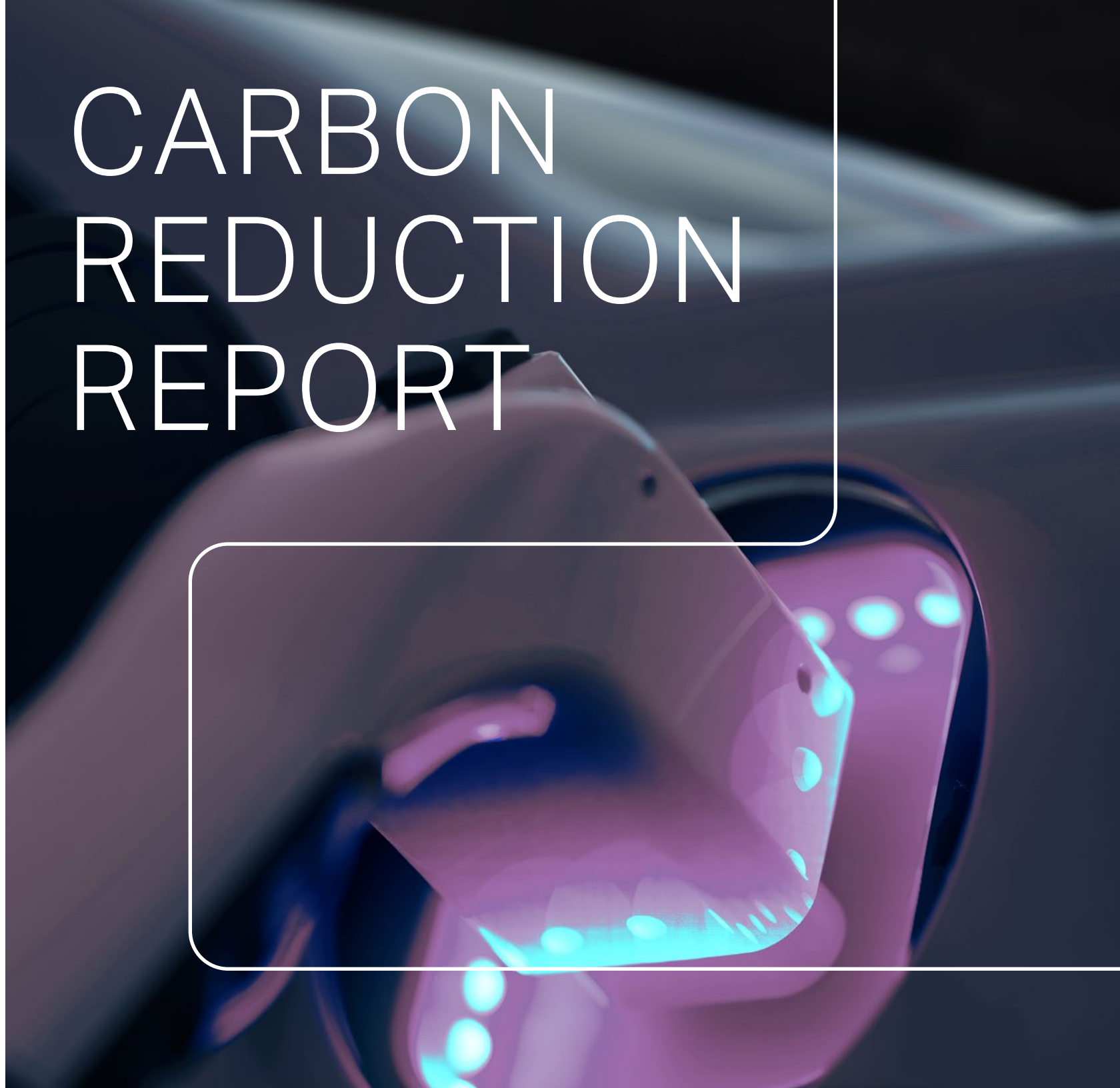
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# CARBON REDUCTION REPORT



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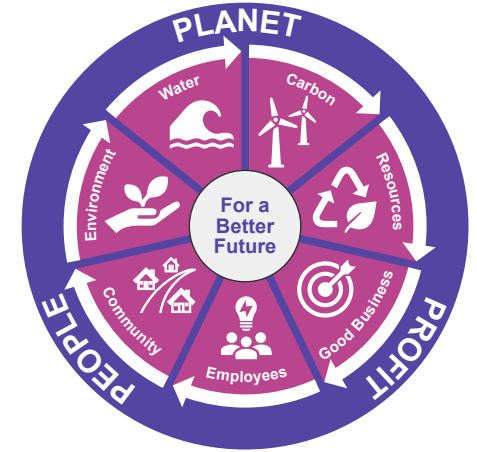
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We have developed our third carbon reduction report in accordance with Government guidelines and with our commitment to 2050 Net Zero.

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
<b>How are we doing?</b> (Measuring, monitoring and reporting)						
<b>Positive operations</b> (What we are doing - positive impacts of our expertise)						
<b>Travel &amp; buildings</b> (Managing impacts of fleet, transport, travel and buildings)						
<b>Working together</b> (How we work with suppliers, customers and environmental organisations)						
<b>Doing the right thing</b> (Complying with legal requirements, procurement documents and stakeholder expectations)						
<b>Managing progress</b> (Using our integrated Quality, Environmental, Health and Safety Management Systems to control our activities)						
<b>Changing with the climate</b> (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 <sub>2</sub> e	2024	Specific exclusions	Estimations
Gas consumption	44.55	None	In limited cases
Owned/ leased transport	6155.89	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
<b>Total Scope 1</b>	<b>6200.44</b>	<b>N/A</b>	<b>N/A</b>

SCOPE 2 in metric tonnes CO <sub>2</sub> e	2024	Specific exclusions	Estimations
Electricity (Enerveo operations)	251.55	None	In limited cases
Electricity (solar)	21,669kWh	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.		
<b>Total Enerveo Scope 2</b>	<b>251.55</b>	<b>N/A</b>	<b>N/A</b>

## Enerveo gross and net CO<sub>2</sub>e emissions

Year	2024	2023
Gross emissions tonnes CO <sub>2</sub> e	6451.99	7726.60
Exported renewable electricity reduction	0	0
Offsets	N/A	N/A
Net Emissions	6451.99	7726.60

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# Scope information and reporting

## 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 target to reach Net Zero carbon emissions by 2050 remains and the strategy is within the annual report. The short, medium and long-term targets will be publicised as soon as they have been finalised.

## Data assurance

The 2024 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: 1,214,939kWh, of which Electricity procured under a 'green energy tariff' (Solar Energy): 21,669kWh.

## Gas

Gas consumed in the heating of Enerveo premises: 243,594kWh

## Fuel usage

During 2024, the business used the following amounts of fuel in our commercial fleet:

- 1,231,481 litres of diesel
- 54,803 litres of unleaded petrol

Our company cars covered the following mileage.

Business milage (Company Cars)	Miles
Diesel	729,457
Petrol	2,062,449
Electricity	52,019
<b>Total</b>	<b>2,843,925</b>

## Heat generation

We have not generated any heat for export.

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# Social value - Reach Programme

During 2023, as part of the Reach Programme, Enerveo Leeds supported The Grange Co-Op Academy in Bradford over three visits. This gave the students the opportunity to develop their employability and life skills outside of the normal school curriculum, enabling them to interact with business mentors in a real work environment. Members of the Leeds PFI team, including our SHE Manager worked with the Co-Op Academy's Trust to instil confidence, communication skills and provide a wider understanding of the industry and potential career paths.

In early February 2024, following the successful completion of the REACH Programme, our SHE Manager, Lindsey, attended the awards ceremony on behalf of Enerveo along with other local STEM businesses representatives.

The event was held to celebrate those students who had successfully completed the programme, demonstrating to them the value of engaging and participating in such an activity. The students concluded the programme confident that they are apt for bright, successful futures.



Giving students the  
opportunity to interact  
with business mentors in a  
real work environment

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# Bollard replacement & carbon offset

With the majority of local authorities and their contractors working on tighter budgets, aiming to maximise safety of highways operatives, as well as working towards achieving net zero targets and reduction in carbon footprint, there is an ambition to find new solutions to old issues and adopt better working practices.

Enervevo and Devon County Council have been working with TMP (Traffic Management Products) to realise such an ambition - supplying bollards with a sustainable edge, helping to combat carbon emissions through the whole life cycle of the product, from manufacture, installation and finally product disposal, targeting our three pillars of sustainability - Planet, People and Profit. Replacing traditional base lit bollard shells with RSRBs (Reflective Self-Righting Bollards) which quickly and easily fit into retention sockets, and give associated savings in carbon, cost and risk of injury to operatives.

## Benefits

### Bollard recycling

- TMP grind returned bollards into re-usable granular material, which can then be used to produce a different new product, therefore removing the need for landfill
- They will plant one tree per returned bollard via their partners at Ecologi
- Additionally, for every RSRB retention socket fitted TMP will also plant one tree – that's two trees per conversion
- This is considered as carbon offsetting, TMP work on 1/3 ton per tree of CO<sub>2</sub>e, so for 300 bollards that's a 100 tons CO<sub>2</sub>e offset, plus, of course, the landfill reduction

## Sustainability impact

### Bollard scheme numbers to date

EVO MAX bollards and sockets into Devon via Enervevo:

- 2023 - 165 bollards (with sockets)
- 2024 - 430 bollards (with sockets) – that's a 160% increase

### ECO sign lights

TMP have also been supplying the Eco Light, which is low energy and made from polymer, much cleaner, cheaper and more efficient than the previous aluminium option used. Again, these are offset with a tree per unit planted.

- 2023 - 583 Eco Lights
- 2024 - 763 Eco Lights, a 30% increase



# Bollard replacement & carbon off-set

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As a result of the work completed in Devon, the number of trees planted on behalf of Enerveo Devon are significant and it goes to show how even small actions can in fact have a big impact:

- 2023 - 917 trees planted via Ecologi equating to 305 tons CO<sub>2</sub>e offset
- 2024 - 1614 trees planted via Ecologi equating to 538 tons CO<sub>2</sub>e offset

TMP are planning on a significant piece of work to develop transparency of their environmental impact by producing EPD's (Environmental Performance Declarations) for products Enerveo will purchase.

An Environmental Product Declaration (EPD) is a document that provides an analysis of a product's environmental impact throughout its life cycle.

Accreditation ensures that EPDs are credible, standardised, and globally recognised. This is critical for:

- Gaining trust from stakeholders and consumers
- Meeting regulatory requirements
- Supporting claims of sustainability with verified data

As a business TMP are making considerable sustainability steps.

In like-for-like energy use October 2023 versus October 2024, TMP reduced their gas & electricity emissions by 96%, a notable reduction in their carbon footprint.





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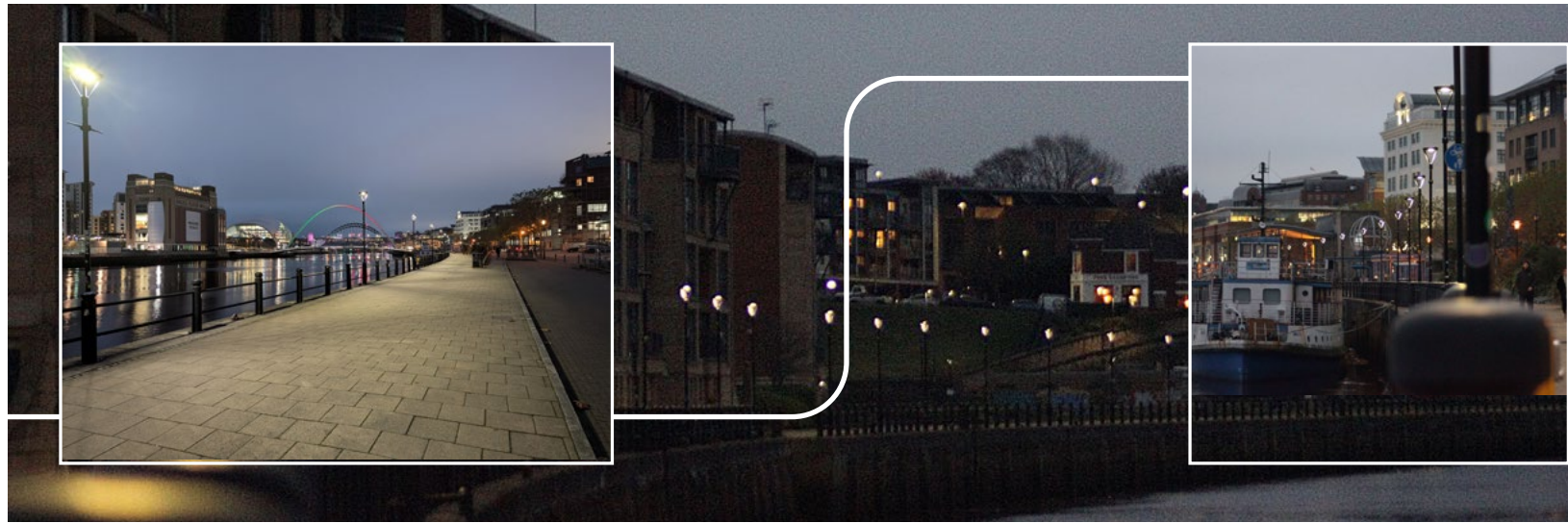
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### Project

Our Newcastle Highways Electrical team were recently commissioned by Newcastle City Council to upgrade existing quayside lighting.

The upgrade aimed to enhance the appearance of the quayside as well as ensure the lighting installed was as sustainable as possible.

The existing lighting had not been replaced for a number of years and as a result, was not as energy efficient as it could be. Enerveo identified a reliable, visually appealing solution that utilised the latest technology without distracting from the stunning lighting of the Millennium Bridge and surrounding architecture.

### Benefits

The Signify 19W Classic Street LED lamp was chosen specifically by the team for its ability to provide outstanding levels of lighting output from a low level of energy input.

This scheme of approximately 70 lamps reduced the wattage from an average of 100 to 19 watts.

This means that the lamps not only offer Newcastle City Council the ability to make significant savings but will also assist the Council to achieve their net zero targets by lowering carbon emissions dramatically over the coming years.

### Sustainability impact

LED lights can last up to six times longer than other 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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## BOARD DIRECTORS

Our leadership team

## CONTACT US



**Patrick Rooney**

Director of Highways Electrical



**Peter Schoeneberg**

Managing Director



**Steve Daniels**

Lead Regional Director



**Jonathon Humphries**

Group Commercial Director



**Anne Leivers**

Interim HR Director



**Sandy Hamilton**

Operational Excellence Director



**Wes Mason**

IT Director



**Luca Warnke**

Chief Development Officer



**No'maan Qureshi**

Finance Director

**MAKING AN  
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# ENERVEO

## Contact us

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

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