



SUSTAINABILITY REPORT 2021



A WORLD OF DIFFERENCE

INTRODUCTION

At STATS, we are committed to incorporating sustainability into our core activities to assess and measure our social and environmental impact. We set targets that will create positive changes while maintaining a sustainable business with purpose, for the benefit of people and the planet.

A Sustainability Steering Group has been established with senior representatives from across our business, providing leadership, coordination, and guidance for the integration of sustainability principles and practices throughout our organisation’s activities. We strive to create positive changes to the communities in which we operate and to limit our environmental impact.

Ultimately, providing a scalable and sustainable future for the company and all of our stakeholders is at the forefront of our vision. Our Chief Executive Officer is responsible and accountable for delivering STATS Sustainability Strategy, as approved by the Board of Directors, and regularly reports progress against our sustainability objectives.

CONTENTS

A Message from Our CEO	2	Supporting Client’s SDGs	8
Corporate Responsibility	3	QHSE	9
Business Ethics	4	Workforce Diversity and Inclusion	10
Sustainability Strategy	5	Employee Statistics	11
Sustainability: Key Priorities	6	Training & Competency	13
Our Journey to Net-Zero	7	Community Engagement	14

A MESSAGE FROM OUR CEO



Dear Reader

Since our establishment some 24 years ago, we have taken seriously our responsibilities to our employees, the environment and the communities in which we work, underpinned by a primary objective of always seeking to conduct our affairs in an ethical, professional and responsible manner.

Now, as political and business leaders the world over grapple with the challenges of climate change and the energy sector, in particular, identifying the best approach to achieving net-zero targets, STATS is playing its part with all staff embracing a Sustainability Policy across our global operations.

Our Four Pillar approach to sustainability, guided by the United Nations’ Sustainable Development Goals, encapsulates People and Society, Economic performance, the Environment, and Innovation, and is centred on our commitment to the highest safety standards, operational excellence, and maintaining impeccable business principles and ethics.

Internally, we have formed a Sustainability Steering Group providing leadership, coordination and guidance across the organisation, to ensure our sustainability principles and practices are continually monitored, measured, maintained and improved upon.

By incorporating sustainability into our core activities, our aim is to create positive changes to the communities where we operate, and to limit our environmental impact. In doing so, we will create an inclusive, scalable and sustainable future for all STATS employees, while working closely with clients and industry partners to help them achieve their sustainability and net-zero targets.

Leigh Howarth - Chief Executive Officer



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Working with STATS ensures the very best job, delivered in the best manner.

CORPORATE RESPONSIBILITY

2
Safe, Healthy & Sustainable

We are committed to providing a safe and healthy workplace for our employees, our communities, and visitors to our premises. We're equally committed to preventing harm to the environment from our operational activities. We work with local communities, the supply chain, our employees and stakeholders to protect the environment and minimise our impact on the planet.

1
Values

Our business is built on our core values which allow us to deliver our vision. We're committed to conducting our business in a respectful, socially responsible and ethical manner. We comply with the laws that apply to us, support global commitments on human rights, seek to protect the environment and support the communities where we live and work.

3
Respect

We are committed to providing an open and honest working environment. We commit to ensuring our employees, suppliers, clients, communities and other stakeholders are treated with respect and consideration. We are proud of the diversity our employees represent and strive to treat everyone fairly and with respect. We are committed to providing a working environment free from harassment and intimidation and to provide a positive influence on the communities where we operate.

4

External Relationships

We reject all forms of bribery or corruption and seek open, honest relationships with all of our business partners. We have a zero-tolerance approach to bribery and corruption.

5

Compliance

At STATS Group, we're all responsible for compliance with the laws and regulations that apply to us, wherever we operate.

6

Communication

We encourage our employees, and those involved with our business to "speak up" should they have concerns about unethical behaviours or activities within STATS. This includes activities that are in any way related to us or our employees, clients, suppliers or other stakeholders.

7

Human Rights

Respect for human rights is fundamental to our values of honesty, integrity and respect for people. We want to make a positive impact and help to support vulnerable groups in society. We aim to prevent opportunities for modern slavery to occur within our businesses or supply chains.



BUSINESS ETHICS

Compliance

At STATS we actively manage compliance throughout our group in all jurisdictions that we operate.

ANTI-MONEY LAUNDERING

We seek to ensure we comply in all respects with all applicable legislations in the jurisdictions where we operate with regard to money laundering, terrorist financing and transfer of funds. We seek to validate our existing, new client and supplier relationships to promote full surety of fund sources and destinations.



TAX

We ensure we comply with all tax laws in the jurisdictions where we work and operate. We have a firm anti tax avoidance policy and do not support tax evasion or the facilitation of that through our organisation or on behalf of our clients, suppliers or stakeholders.



SANCTIONS

We always ensure we are complaint with any applicable sanctions at all times. It is essential the company and its stakeholders, customers and suppliers uphold the highest standards of compliance with the laws as written or altered by any applicable government.



ANTI-CORRUPTION

As a business, we recognise that bribery and corruption have a detrimental effect on communities wherever they occur. Ingrained corrupt practices can threaten the fabric of society by undermining laws, democratic processes and basic human freedoms, leading to the impoverishment of states and damaging trade and competition. Corruption is often associated with organised crime, money laundering and on occasions the financing of terrorism. It is our policy to maintain the highest level of ethical standards in the conduct of our business affairs and we have a zero-tolerance approach to bribery and corruption.



LEGAL REQUIREMENTS

We commit to always comply with all the laws of any jurisdiction where our companies operate, we perform work, or we transact. In terms of anti-corruption legislation, we will extend the highest principles of the applicable laws into all the territories of execution, operation, and transaction. This compliance expectation extends to the conduct of our client, employees, suppliers and stakeholders.



Confidentiality

Our business is built around the preservation of our own proprietary concepts and knowledge. We seek to protect these rights when they are being used in the course of our business. We ensure that where information, data, trade secrets or ideas are shared with us by others, that we take the same level of care as we would with our own.

Industry Bodies

We activity participate in the wider energy industry and aim to be at the forefront of technology, standards development and compliance. Our vision is to drive higher levels of safety and support to the industry in the transition to a low carbon future. Our focus on innovation means we're ideally placed to continue this support, not only in the traditional hydrocarbon sector, but also as the industry transitions to more sustainable energy supplies.



SUSTAINABILITY STRATEGY

Sustainable Development Goals

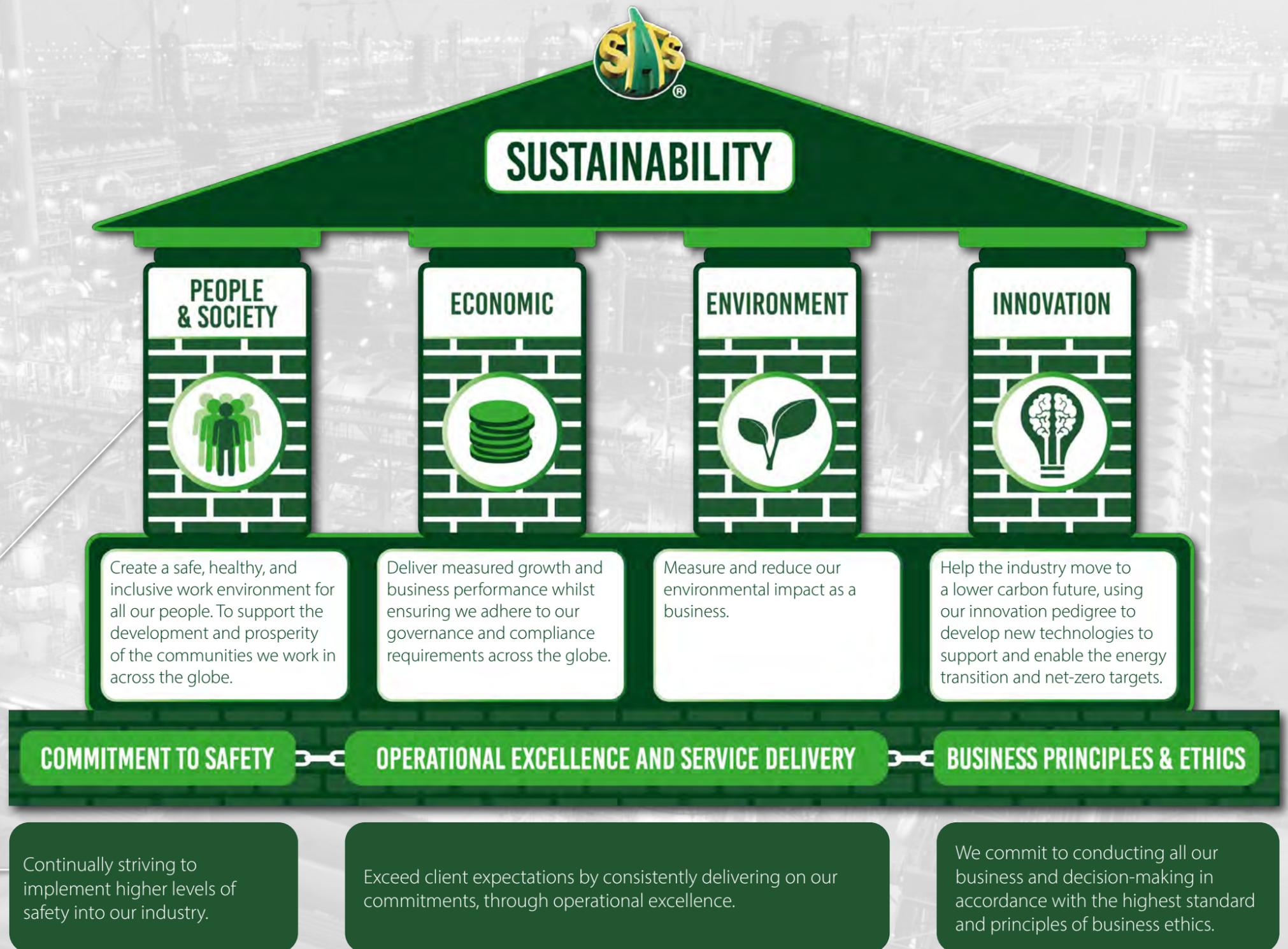
We have aligned our sustainability strategy with the United Nation's Sustainable Development Goals (SDGs). The SDGs are a collection of 17 interlinked global goals designed to provide a framework for action to create a better and more sustainable future for all.



Sustainability Pillars

We have developed a four pillar approach to sustainability to ensure the development and implementation of an integrated strategy across all areas of our business and all regions in which we operate. Each of our pillars has been cross-referenced against the relevant Sustainable Development Goals.

In addition to the Sustainability pillars, the following key underlying themes are imperative to executing our strategy and are present across the pillars.



SUSTAINABILITY: OUR KEY PRIORITIES

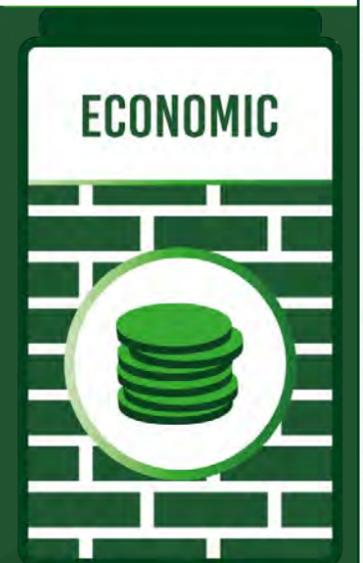
PILLAR 1: PEOPLE & SOCIETY

- **Proactively** seek and support opportunities to improve the **health** and **well-being** of our employees.
- Provide **learning** and **career development** opportunities across the organisation.
- Proactively promote and encourage **diversity & inclusion** (D&I) across the company.
- Continually engage, support and **add value** to the **local communities** where we operate.
- Educate and **encourage** our people to help us collectively **achieve** the **sustainability targets** we set.



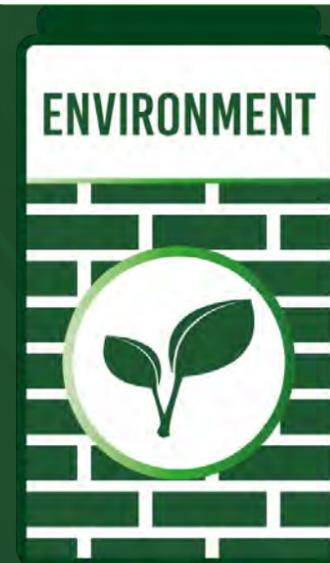
PILLAR 2: ECONOMIC

- **Comply** with environmental **legislation**, regulatory and other relevant reporting requirements.
- Progress with our **considered** and **profitable growth** strategy - with focus on local delivery.
- Proactively seek for **collaboration** opportunities with industry partners that enable our sustainability goals to be achieved.
- Continually assess opportunities for implementation of a **circular economy** approach within our business.



PILLAR 3: ENVIRONMENTAL

- **Assess, baseline** and **manage** our overall environmental impact and performance.
- Proactively seek opportunities to **reduce** our **carbon footprint**.
- Support our **clients** and the wider industry to reduce emissions within our core business activities.
- Continually seek and implement solutions to **reduce waste** that we produce as a business, and manage our resources efficiently.



PILLAR 4: INNOVATION

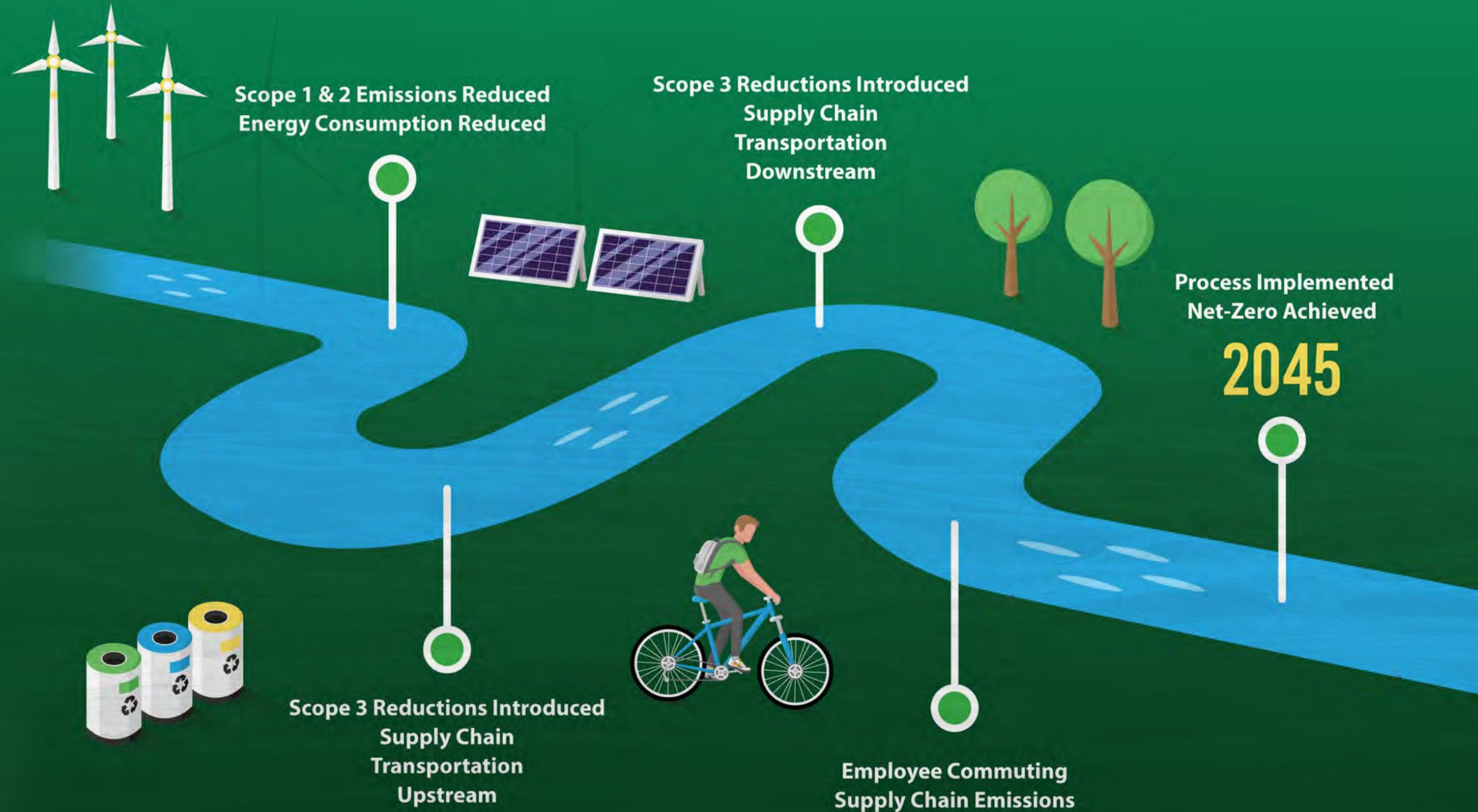
- Support the industry's **energy transition** and **net-zero initiatives**, through our technology excellence – including **hydrogen** and **CCUS** sectors.
- Continue seeking and implementing **digital solutions** to reduce our environmental impact and improve business efficiency.
- Act as a **supply-chain champion** for energy industry SME's to help deliver a lower carbon future.



SUSTAINABILITY ROAD MAP

OUR JOURNEY TO NET-ZERO

We understand the need to decarbonise and move towards becoming a more sustainable business and that's why we are working hard to be net-zero by 2045 or sooner.



SUPPORTING CLIENTS TO ACHIEVE THEIR SUSTAINABILITY GOALS

Repair & Maintenance

Large pipeline sections and process plant modules are vented in order to facilitate valve and pipe maintenance. STATS temporary isolation tools minimise this requirement by providing safe, local isolation where incumbent valves are not available.

If suitable isolation valves are not available, which is often the case, then the entire pipeline needs to be depressurised, potentially venting and flaring gas into the atmosphere.

STATS double block, temporary pipeline isolation tools are used to safely isolate the pressurised pipeline without having to depressurise the entire pipeline.

This avoids the discharge of significant quantities of harmful emissions into the atmosphere.



HELPING OUR CLIENTS REDUCE EMISSIONS

PROJECT EXAMPLES



MIDDLE EAST

38" 80 bar Pipeline - 80km

Welded repair required to remove an integrity threat. Tecno Plug® double block isolation prevented the potential discharge of approximately 9,600 tons of CO2 into the atmosphere.

NORTH SEA

36" 120 bar Subsea Pipeline, 450km

Onshore isolation valve replacement. Using Tecno Plug® double block isolation prevented the potential discharge of approximately 70,000 tons of CO2 into the atmosphere.

Zero Emissions 2030

There has been a rise in global cooperation on gas flaring in recent years. Global climate change agreements, such as the Paris Accord of 2015, have paved the way for steps necessary to reduce or eliminate polluting activities, such as flaring. Its target of "Zero Routine Gas Flaring" by 2030 has been adopted by various producers including ExxonMobil and Saudi Aramco.

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QHSE

We aim to not only satisfy but exceed our clients' expectations by providing a quality service in a manner that prevents harm to people and the environment.

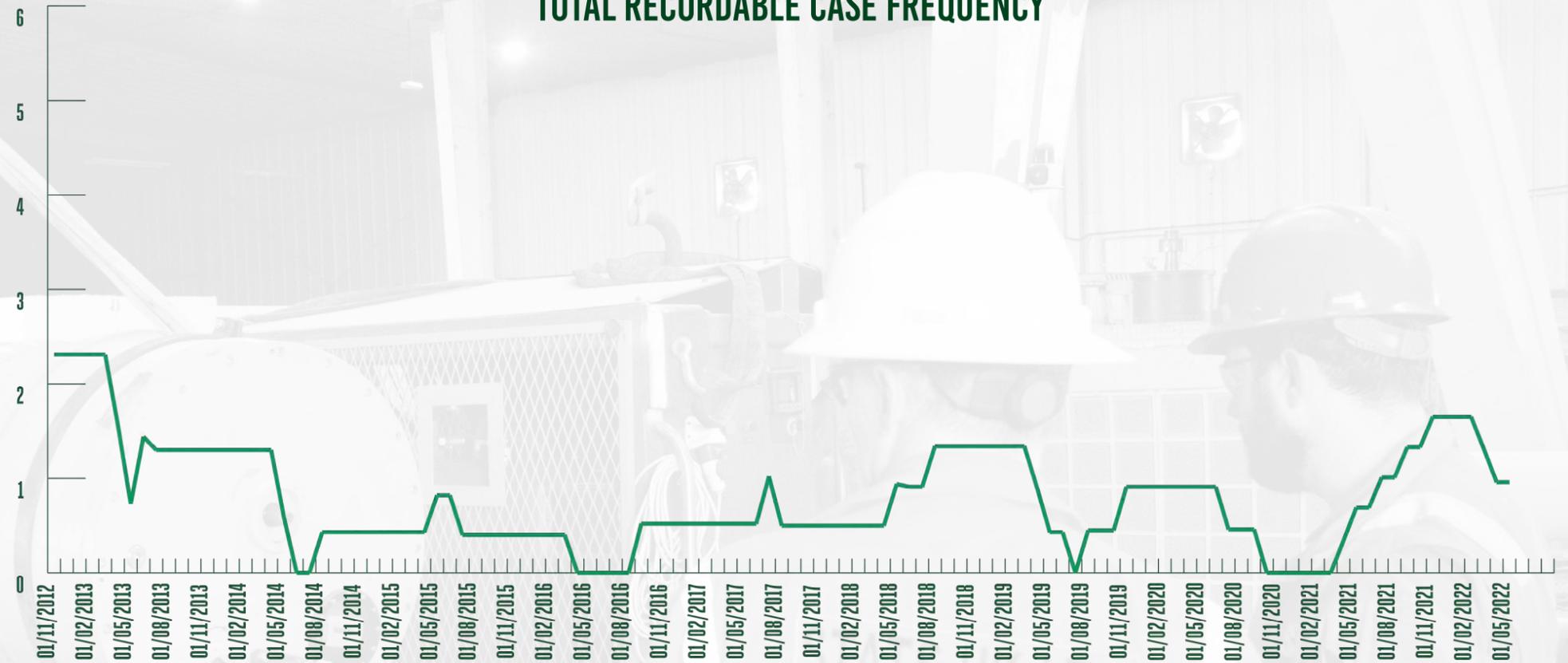
To meet these commitments, we have established a defined organisational structure which supports a framework of performance standards and documented processes relating to our management of Quality, Health, Safety and Environmental (QHSE) matters.

As a provider of products and services to the global energy industry, our early reputation was built on innovation, value and fast response. These qualities remain key features of our company philosophy and are applied in conjunction with an Integrated Management System to meet the expectations of a modern competitive business environment.

QHSE matters are of primary importance to the management of STATS Group. Our commitment to QHSE is underlined by the continual development of our accredited systems: ISO 9001:2015, ISO 14001:2015 and ISO 45001. We ensure all employees are charged with promoting and sustaining a culture in which QHSE is integral to everything we do.



TOTAL RECORDABLE CASE FREQUENCY



Incident Running Totals	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Totals
Environmental	0	0	0	0	0	1	0	2	1	0	0	4
First Aid Case (FAC)	2	7	9	4	3	5	9	4	1	5	3	52
High Potential (HIPO)	0	0	0	0	0	1	3	3	1	2	0	10
Lost Time Injury (LTI)	0	2	0	0	0	1	0	0	0	1	0	4
Medical Treatment Case (MTC)	3	0	1	1	0	0	3	2	0	3	0	13
Non Injurious Accident (NIA) / Near Misses	54	10	14	11	12	53	58	21	15	11	6	265
Restricted Work Case (RWC)	0	0	0	0	1	0	0	0	0	1	0	2
Totals	59	19	24	27	24	69	80	36	22	28	11	399

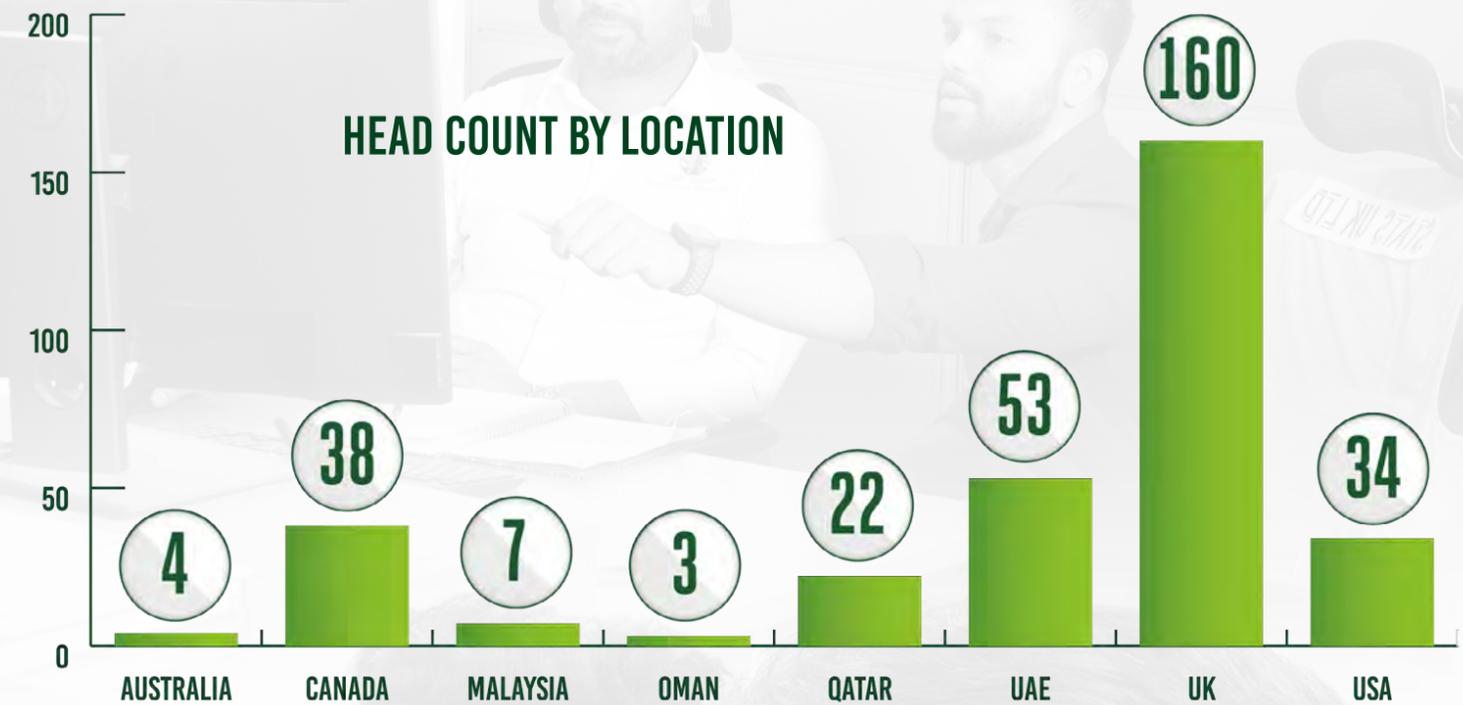
WORKFORCE DIVERSITY AND INCLUSION

The success of our business depends on our people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences adds value to the way we do business. By accessing, recruiting and developing talent from the widest possible talent pool, we gain an insight into different markets and generate greater creativity in anticipating customer needs.

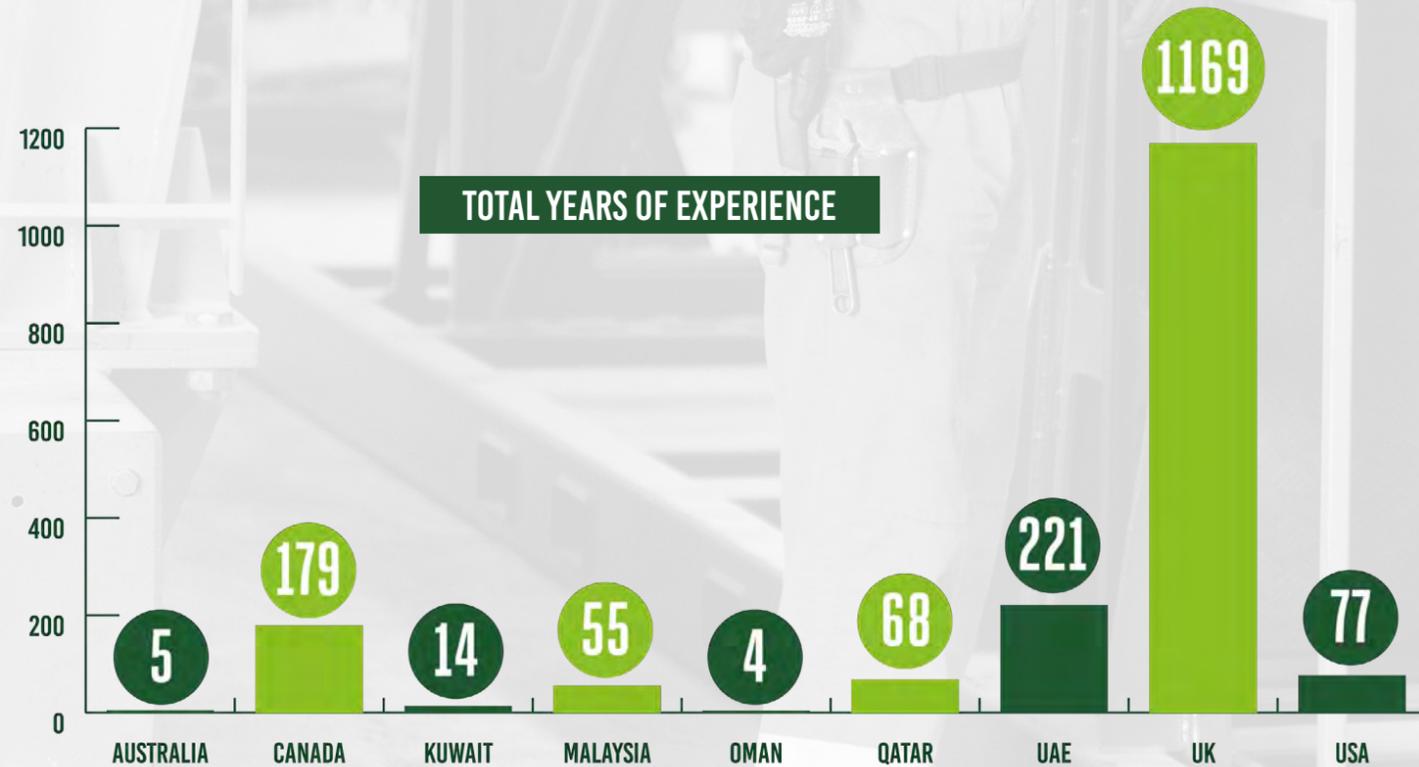
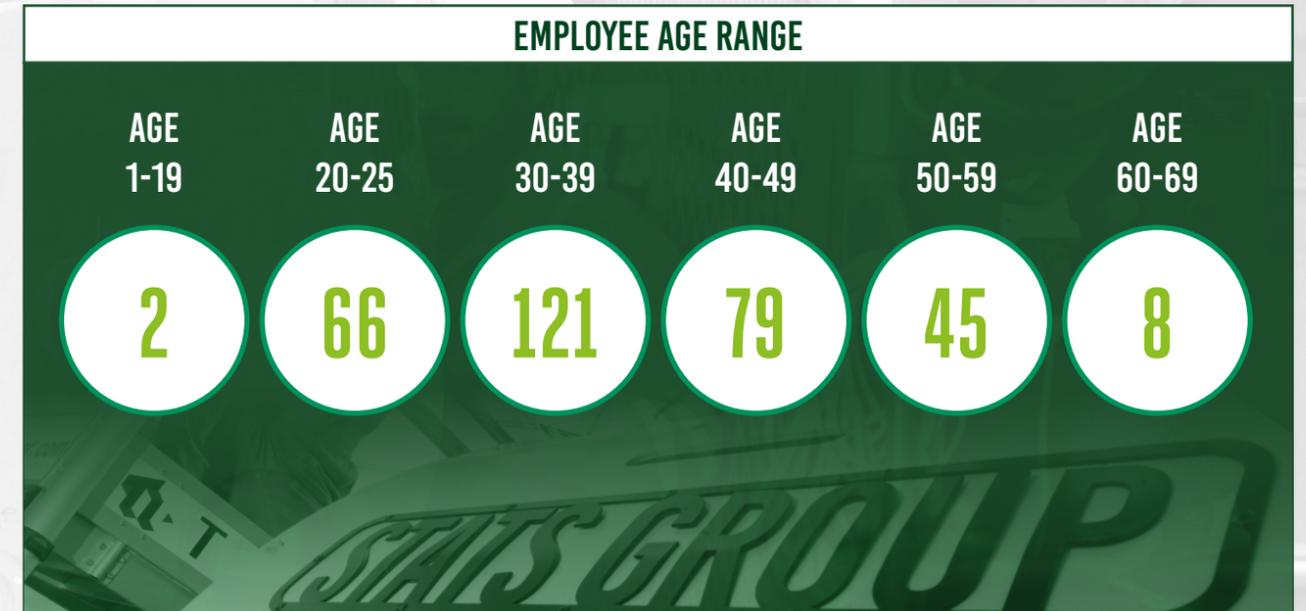
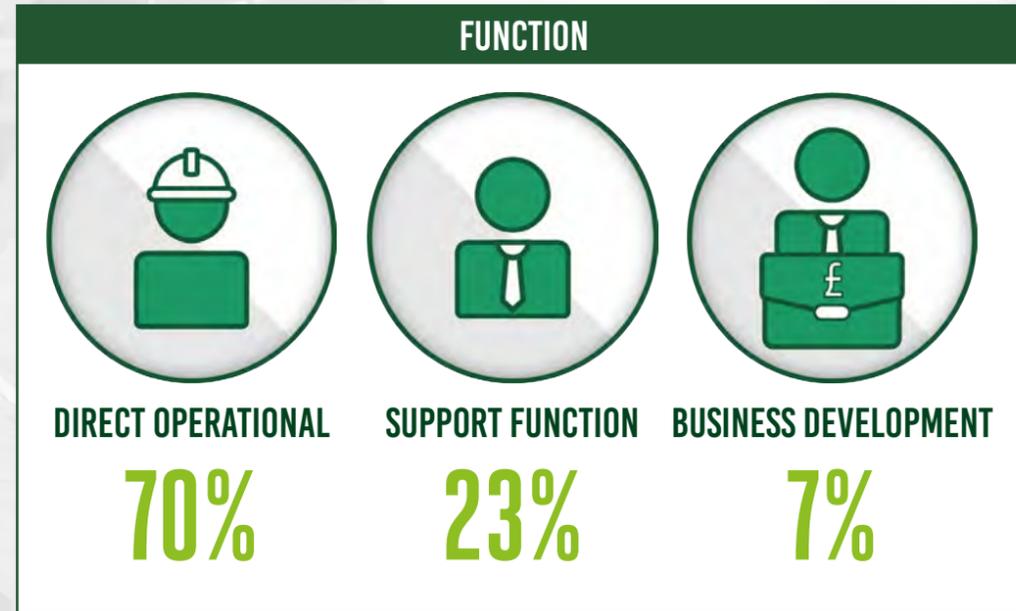
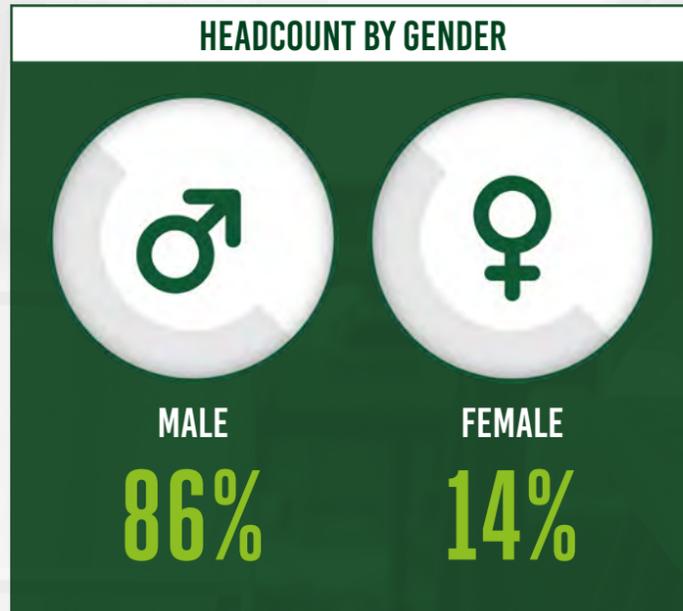
We constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed. Using fair, objective and innovative employment practices, our aim is to ensure that:

- All employees and potential employees are treated fairly and with respect at all stages of their employment.
- All employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, trans-gender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.
- All employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

The diversity of the communities we serve is reflected at all levels within our workforce.



EMPLOYEE STATISTICS



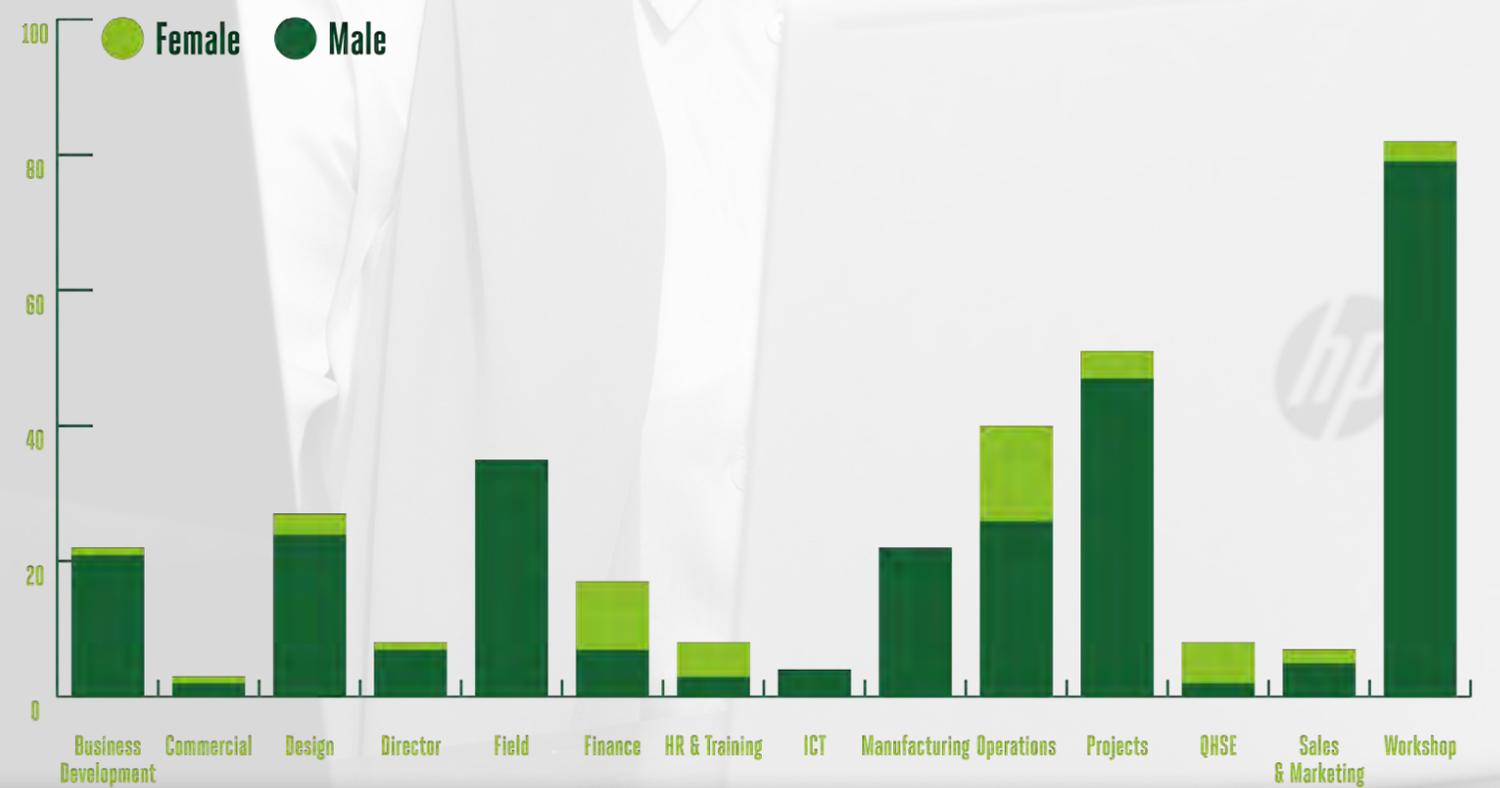
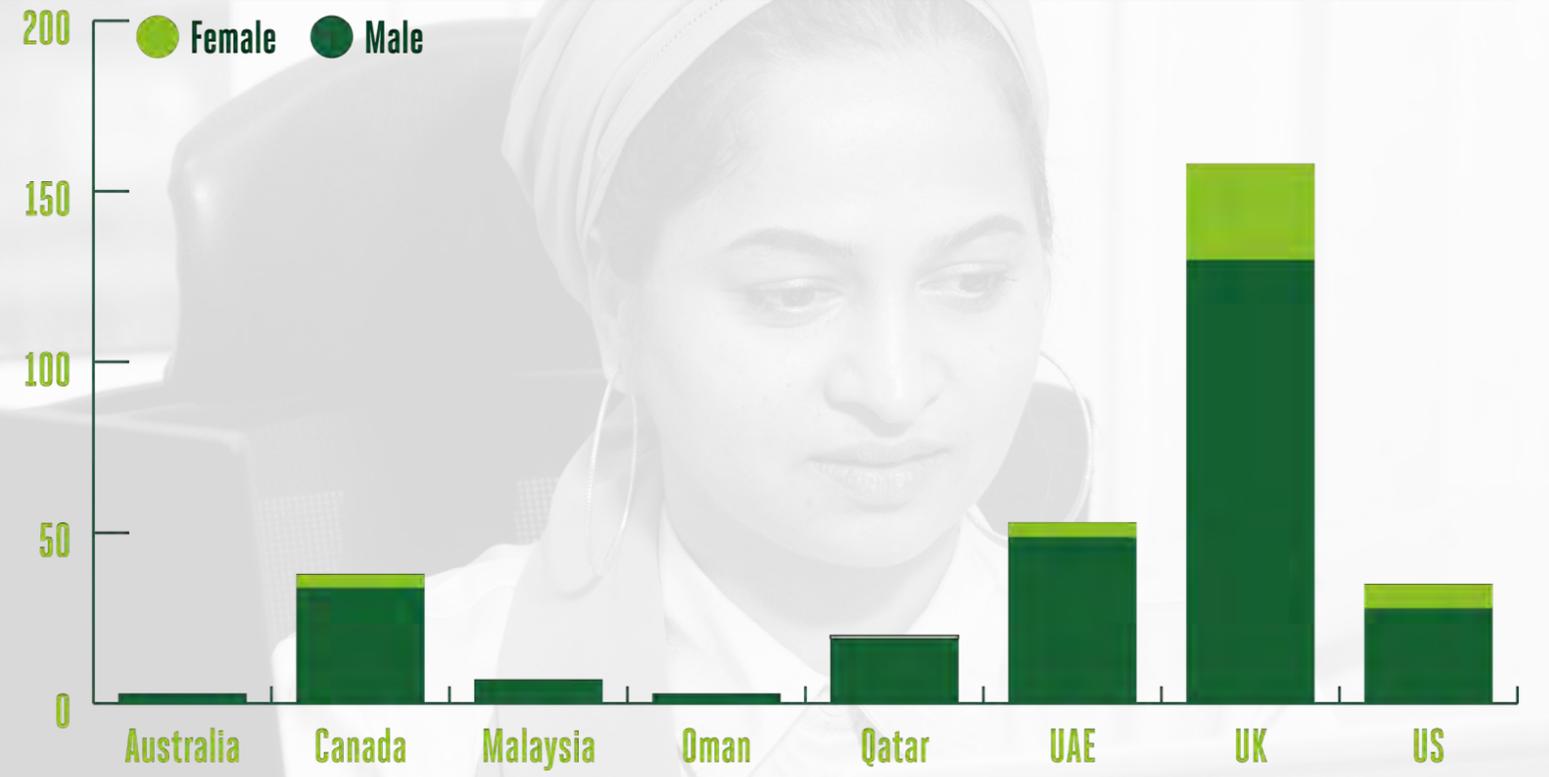
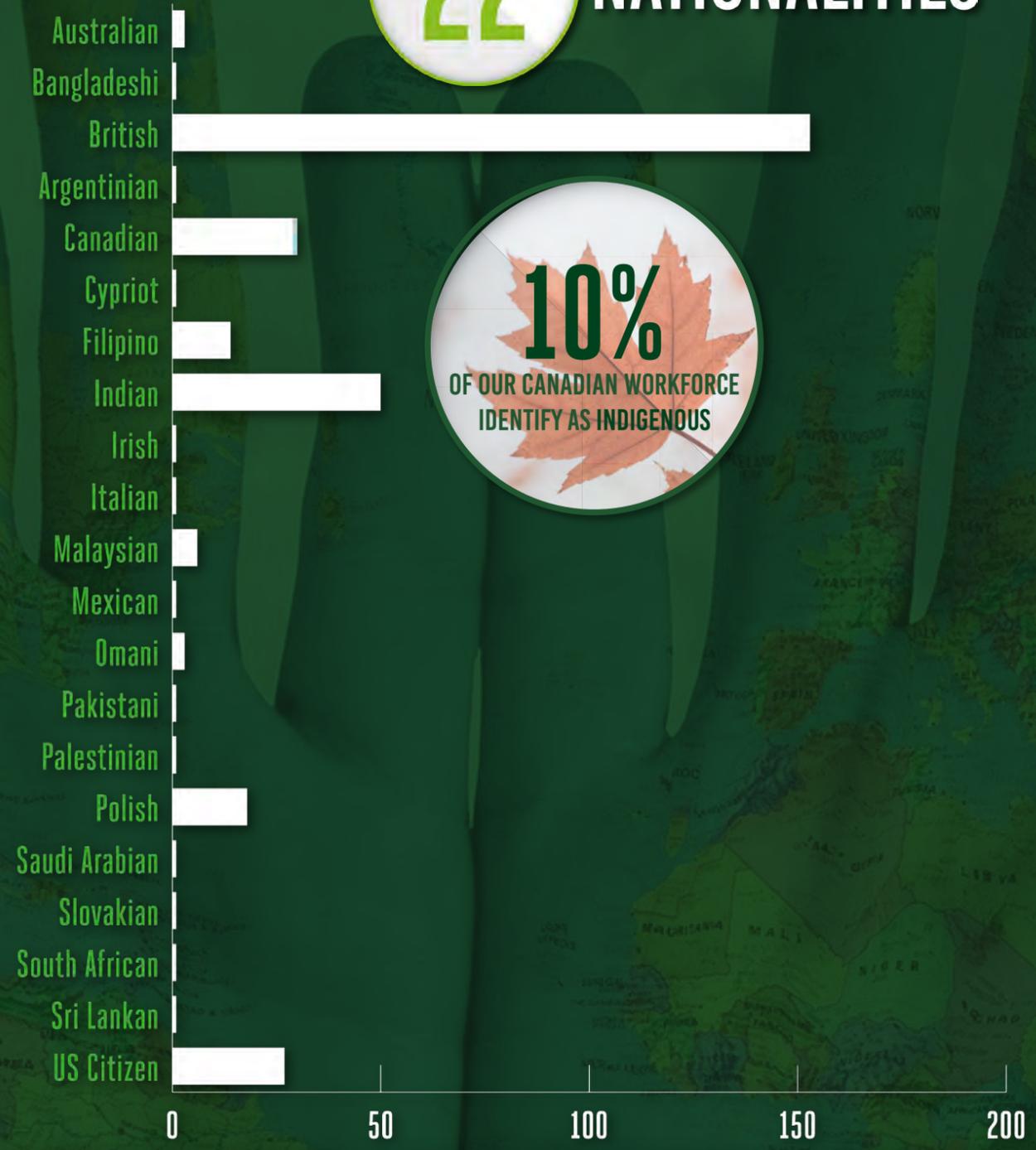
NEARING 1,800 YEARS OF EXPERIENCE ACROSS OUR GLOBAL TEAM

EMPLOYEE STATISTICS

HEAD COUNT BY NATIONALITY

22 NATIONALITIES

10%
OF OUR CANADIAN WORKFORCE
IDENTIFY AS INDIGENOUS



TRAINING & COMPETENCY

Our training & competency is focussed on ensuring no harm to people and no damage to equipment whilst **Managing Pressure** and **Minimising Risk**



TECHNICIAN TECHNICAL TRAINING

INDUCTION **85%** | ROLE SPECIFIC TRAINING **67%**



CYBER SECURITY

100%



£250,000

Global Investment in Training



SENIOR MANAGEMENT TRAINING



MENTAL HEALTH

100%



RESILIENCE

100%



UNCONSCIOUS BIAS

100%



EQUALITY, DIVERSITY & INCLUSION

100%

HSE



MANAGEMENT OF CHANGE

100%



MANUAL HANDLING

222 STAFF

ROOT CAUSE INVESTIGATION TRAINING

24 STAFF TRAINED

SAFETY LEADERSHIP

25 STAFF TRAINED



PROFESSIONAL DEVELOPMENT

ECITB SUPERVISORY PERSONAL & LEADERSHIP SKILLS

100%



POWER

PROVISION AND USE OF WORK EQUIPMENT REGULATIONS 1998

7 TRAINED POWER ASSESSORS

77% POWER AWARENESS COMPLETION

COMMUNITY ENGAGEMENT

As a company we are proud to have supported a broad spectrum of international community related causes in the regions we operate. Our charitable donations and volunteering activities are focused on three key areas:

- Education
- Health
- Community Awareness

Each year, we receive many requests from worthy charitable causes throughout the regions we do business in.

We actively encourage our employees to volunteer for organised charity initiatives by allowing staff paid time out of the workplace to support charity projects.

CHARITIES BENEFITTED



STATS are proud to have supported local charities in the UK, US, Canada, Middle East and Far East



£15,000
Donated to good causes



180hrs
Employee Volunteering





[STATSGROUP.COM](https://www.statsgroup.com)