

Agena Group - ESG Strategy 2025 to 2027 (Years 4 - 6)

Environment

Year 4

- Continue to strengthen data collection procedures for environmental metrics
- Engage 3rd Party specialist to calculate carbon footprint
- Maintain Carbon Neutral Certification and publish carbon footprint
- (Q1) Begin to develop Net Zero Strategy to compliment Agena's Net Zero Policy and align to best practice frameworks / standards
- Achieve 70% renewable electricity supply/ usage within all office environments, including onsite electricity generation via solar panels
- Install EV charging infrastructure across all Agena premises
- Continue to transition fleet vehicles to EV/Hybrid
- Review supplier onboarding due diligence questionnaire to strengthen sustainability requirements, including requirement for carbon neutral/net zero commitments and associated action plans
- Maintain ISO 14001 Certification
- Continue to develop technical solutions that facilitate increased automation, measuring the associated reductions in greenhouse gas emissions post implementation.
- Roll out automated Fleet Hire solution to Atria clients, reducing necessity to print enforcement documentation, thus reducing greenhouse gas emissions
- Implement EV salary sacrifice scheme

Year 5

- (H1) Complete scoping assessment for Scope 3 emissions and plan actions to bridge any gaps identified
- (H2) Publish Net Zero Strategy, including near term and long-term emissions reductions targets and action plan
- (H2) Consider Science Based Target verification
- Roll out training on Net Zero Strategy and engage with all employees on these matters
- Monitor performance of other environmental KPIs (e.g. water waste etc.) and set specific targets
- Maintain ISO 14001 Certification
- Consider applying for Investors in the Environment certification
- Engage 3rd Party specialist to calculate carbon footprint and explore emerging trends
- Maintain Carbon Neutral Certification and publish carbon footprint
- Review (and align where appropriate) existing CSR policies against UN Sustainability Development Goals.
- Achieve 80% renewable electricity supply/ usage within all office environments, including onsite electricity generation via solar panels
- Continue to transition fleet vehicles to EV/Hybrid
- Continue to develop technical solutions that facilitate increased automation and measure associated reductions in greenhouse gas emissions post implementation, measuring the associated reductions in greenhouse gas emissions post implementation

Year 6

- Conduct an external climate risk (physical and transitional) assessment
- Monitor progress against Net Zero action plan and update as necessary
- Monitor performance against other environmental targets set (e.g., water, waste, etc.) and update as necessary
- Achieve 100% renewable electricity supply/ usage within all office environments, including onsite electricity generation via solar panels
- Maintain ISO 14001 Certification
- Engage 3rd Party specialist to calculate carbon footprint
- Maintain Carbon Neutral Certification and publish carbon footprint
- Continue to develop technical solutions that facilitate increased automation and measure associated reduction in greenhouse gas emissions post implementation
- 100% of non-commercial fleet vehicles EV or Hybrid and establish target date for electrification of remainder of the fleet

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Social

Year 4

- Review suite of social policies and consider consolidation in key areas
- Establish employee retention targets based upon external benchmarking
- Review and improve employee retention strategy involving external third-party expertise to address highest turnover areas
- Publish gender pay gap report
- Implement new improved employee benefits platform
- Maintain Disability Confident Employer Status
- Achieve minimum of 20% utilisation of employee paid volunteering days
- Review update and launch revised employee code of conduct
- Prepare for liP certification
- Deliver a minimum of two external social value initiatives
- Establish targets for number of apprentices employed within the business
- Review pay and remuneration policy taking account of external standards and market trends
- Create Equality, Diversity and Inclusion strategy

Year 5

- Achieve employment of people with disabilities targets
- Aim to achieve/surpass employee retention targets
- Monitor success of actions to improve employee retention.
- Consider becoming a Disability Confident Employer (Level 2)
- Achieve Investors in People certification
- Review charitable initiatives to ensure they remain aligned with Agena's corporate values and are delivering corporate aims.
- Implement agenda pay action plan, including addressing pay action plan and supporting women in menopause
- Review company pension provider with view to establishing a provider whose sustainability values and ambitions align closest to Agena's
- Achieve a minimum of 25% utilisation of employee volunteering days
- Develop and implement a responsible purchasing policy and supplier charter that supports Agena's ESG objectives setting a % of existing suppliers to undergo due diligence checks based upon the policy (all new suppliers going through the process at onboarding stage)
- Deliver a minimum of 4 external social value initiatives
- Continue to achieve targets to employ apprentices within the business
- Review and consider enhancing existing parental leave benefits
- Review pay and remuneration policy taking account of external standards and market trends
- Develop and implement a formal Wellbeing strategy
- Implement an Equality, Diversity and Inclusion strategy

Year 6

- Consider developing systems to quantify and monitor positive social impact and consider setting targets for positive social impact.
- Establish mechanism for ongoing review of suppliers' compliance to ESG requirements
- Review employee benefits scheme
- Produce and publish ethnicity pay gap report
- Aim to surpass employee retention targets
- Achieve minimum of 30% utilisation of employee volunteering days
- Deliver a minimum of six external social value initiatives
- Maintain liP certification
- Achieve target for number of apprentices employed apprentices with the business
- Monitor conformance with Equality, Diversity and Inclusion strategy
- Review pay and remuneration policy taking account of external standards and market trends
- Implement the recommendations arising from the review of parental leave benefits
- Monitor efficacy of Wellbeing strategy and review if/where appropriate

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Governance

Year 4

- Consider consolidation of CSR and ESG Policy documents
- Consider alignment of annual ESG report to reporting frameworks and standards (e.g., GRI, CSRD, ISSB)
- Complete internal assessment of Eco Vadis (or similar) Bronze standard and consider applying for certification
- Review/update business risk/issues policy and implement any required amendments to the controls and assurance framework
- Deliver Energy Saving Opportunity Scheme (ESOS) action plan
- Obtain Cyber Essentials Plus certification
- Maintain Safe Contractor certification
- Maintain ISO 9001 certification
- Maintain ISO 27001 certification
- Consider preparation for ISO 45001 (Health and Safety) certification
- Assess risks and opportunities to the business of AI, including creating appropriate governance policies
- Review composition of Advisory Board in line with updated strategic plan

Year 5

- Consider undertaking a double materiality assessment.
- Review CSR/ ESG policy considering the outcomes of double materiality assessment.
- Begin to align annual ESG report to reporting frameworks and standards (e.g., GRI, CSRD, ISSB)
- Complete internal assessment of Eco Vadis (or similar) Silver standard and consider applying for certification
- Implement ESOS planned actions for 2026
- Maintain Cyber Essentials Plus certification
- Maintain Safe Contractor certification
- Maintain ISO 9001 certification
- Maintain ISO 27001 certification
- Review senior leadership team make up with respect to diversity and inclusion and implement conclusions as part of succession planning
- Review Advisory Board's terms of reference and scope including alignment with Agena's ESG ambitions

Year 6

- Explore the feasibility of B Corp certification by completing an initial B Corp impact assessment
- Complete internal assessment of Eco Vadis (or similar) Gold standard and consider applying for certification
- Review suite of risk management and governance policies to ensure they remain relevant
- Fully align annual ESG report to reporting frameworks and standards (e.g., GRI, CSRD, ISSB)
- Review internal whistle blowing policy
- Implement ESOS planned activities for 2027
- Maintain ISO 9001 certification
- Maintain ISO 27001 certification
- Maintain Safe Contractor certification