

# **Environment, Social and Governance Report**

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# Environment, Social and Governance Report



## Introduction

Established in 2010, Geo Green Power is one of the UK's leading independent renewable energy installers. We employ a team of dedicated and experienced industry professionals who design, install and maintain renewable energy solutions, for private homes, businesses and organisations, which reduce running costs and their dependence on fossil fuels.

After a successful career in software development, our founder, Andrew Cunningham, established Geo Green Power to support businesses and home-owners to access onsite solar generation and take advantage of the Feed in Tariff that was introduced to encourage and grow the solar industry in the UK.

Andrew passionately believes that Climate Change is one of the biggest threats to life on our planet and has spent the last 15 years investing his own personal wealth into low and zero emission energy generation. In 2019 Andrew joined forces with Siemens Energy to found GeoPura, an innovator in the production and use of green hydrogen, which is demonstrating how this emerging sector can scale in order to deliver zero emissions power. Andrew remains chairman of Geo Green Power.

As one of the first installation businesses to invest in the UK solar industry, Geo Green Power has gone from strength to strength as the market for renewables has grown and developed, expanding our operation

to include ground and air source heating technology, EV charging and battery storage. During our 15 years of trading we have invested back into the industry, supporting research projects with university partners and providing the foundations to enable the launch of GeoPura in 2019.

This is our first Environment, Social and Governance report, however environmental awareness has been at the core of our business since our first day of trading and the principles of sustainable development have been fundamentally woven into our organisation as we have grown. I very much hope that this report conveys how the elements of our Environment, Social and Governance strategy have grown organically through our culture of continuous improvement and that these threads have come together to provide a solid foundation for our ongoing ESG commitments to be built.

### **James Cunningham, Managing Director**

Our Chairman Andrew passionately believes that Climate Change is one of the biggest threats to life on our planet and has spent the last 15 years investing his own personal wealth into low and zero emission energy generation.



# Our strategy incorporating UN Goals for Sustainability



As a business we have always focused on doing the right thing and acting responsibly in all areas of our operation.

We have invested in our team, adopted vigorous health & safety within our culture, undertaken initiatives such as tree planting, supported charities, acted on opportunities to reduce our carbon emissions and built relationships with like-minded suppliers. We remain committed to delivering an exceptional standard of service to our customers and are aligned with industry best practice as outlined by the industry associations we are members of and the accreditations that we hold.

We have chosen to align our Environment, Social and Governance strategy to the UN Goals for Sustainable Development to highlight the strong foundations that we have already established and enable us to identify ambitions for the future.



Geo Green Power's ESG activities are overseen by Communications and Projects Director, Kat Auckland. Kat joined Geo Green Power in 2019 and has been instrumental in establishing many of the initiatives detailed within this report. Kat will continue to lead on sustainability and ESG within our business as we develop our first Carbon Reduction Plan in 2026 and establish projects to further support the UN Goals for Sustainable Development and put us on a path to Net Zero.



# Our strategy incorporating UN Goals for Sustainability



## A Great Place to Work

Good Health & Wellbeing  
Good Quality Education  
Gender Equality



## Practicing What we Preach Geo Green Power

Affordable Clean Energy



## Taking Our Responsibility Seriously

Climate Action  
Responsible Consumption and  
Production  
Peace, Justice and Strong Institutions

# Sharing our ESG Journey

# Geo Green Power is a Great Place to Work



**Our team is the cornerstone of our business and we understand that to retain the skills, knowledge and talent that exists within our workforce we must ensure that Geo Green Power remains a Great Place to Work.**

The steps that we take to ensure that our team is fit and well, that we offer career development and equal opportunities align with the UN Goals for Sustainable Development of Good Health & Wellbeing, Quality Education and Gender Equality and form a significant proportion of our ESG strategy.

We invest in our team as we want to attract and retain a brilliant team made up of people who care and are well trained, highly motivated and well rewarded. We want our team to recommend us as a great place to work and we're committed to improving employee safety and wellbeing.

# Good Health & Wellbeing



3 GOOD HEALTH AND WELL-BEING



We pride ourselves on going over and above when it comes to the **health & safety** of our team, understanding that at the end of each day the priority is for our team to go home to their families. We follow construction industry best practice when specifying PPE for our site teams and have had **full** PPE as standard for all of our team since 2023. In 2024 we employed an inhouse SHEQ manager to oversee our health & safety practices and ensure that we continually improve.

During 2025 we started working with market leading tooling provider Hilti to standardise the tools that our team use. Hilti tools are amongst the safest equipment available, with industry leading safety features, hand arm vibration recording and dust extraction.

Our progress in making health & safety part of our everyday culture has been recognised by our customers and industry associations. We are **CHAS Elite** accredited in the roles of both Principal Contractor and Principal Designer, ensuring we meet all CDM regulations and industry-wide safety and governance standards.



We were recently recognised with a Gold award from Construction Safety Solutions for five consecutive 100% site audits in our work with Mitchells & Butlers PLC.

# Good Health & Wellbeing



We provide enhanced leave enabling our employees to have up to 30 days of annual leave a year and our enhanced parental and bereavement leave policies support our team members at key times in their lives.



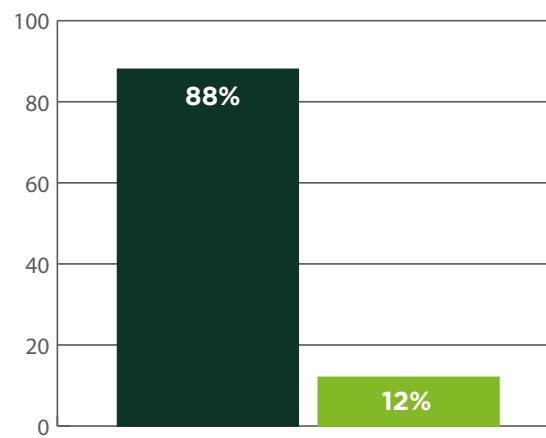
2 weeks of paid Paternity leave introduced in 2021  
Enhanced Maternity pay introduced in 2021  
Full week of paid bereavement leave introduced in 2024

All of our permanent employees have access to Private Healthcare on completion of their probationary period, a benefit that we introduced in September 2022. Our enhanced cover provides the same level of healthcare provision for all members of our team and access to a GP for all of their family members on a 24/7 basis.



Our Private Healthcare provides access to over 600 facilities and covers the full cost of outpatient consultations and diagnostic tests, outpatient therapies and charges related to outpatient treatment, coaching support for neurodivergent conditions and outpatient complementary medicine treatment.

We are saddened by the high statistics of mental illness within the construction industry and are as committed to the mental health of our team as we are their physical wellbeing. Our Private Healthcare includes provision for mental illness and we have two fully trained Mental Health First Aiders within our team to provide confidential support and advice to our team should they need to access this.



88% agree or strongly agree that we support their mental health (12% neutral)



# Good Quality Education



**4** QUALITY EDUCATION



Supporting development and learning delivers career progression and personal growth for our employees; and improved levels of capability and knowledge across our team provides a better quality experience for our customers. From their first day with us, our employees receive **tailored induction training** that sets them up for success and ongoing learning opportunities throughout their career with us.

As part of our onboarding process all members of our team complete a programme of online **e-learning** modules and external industry training courses as required for their role. All of our team have access to an extensive library of e-learning modules allowing them to develop their knowledge and skills through simple bite-size online courses in a range of fields.

**Our employees have access to over 130 online training modules including CPD approved courses**

**Our site teams all hold CSCS, Working at Heights and First Aid as a minimum and progress with us to gain SSSTS and additional qualifications required for their role and personal career aspirations.**

We are approved installers for Fronius, Sunsynk, SunPower, GivEnergy Tesla, SolarEdge, Stiebel Eltron, Vaillant, Mitsubishi, Samsung, Panasonic

**SUNPOWER®**



**solar**edge

**STIEBEL ELTRON**



**GivEnergy®**



**Panasonic**

Each year our **annual employee reviews** include a discussion about their individual progression and development. We fully support requests for additional training and learning and work with our team to create a tailored plan.

We ensure that our installation and technical design teams undertake **supplier and manufacturer training** in order to obtain and retain preferred supplier and supplier approved status and we hold internal sessions to share best practice and experience on a regular basis throughout the year.



For more bespoke requirements we work with our employees and their line managers to source suitable courses from external providers. Depending on the length and nature of the course, we may support our employees in completing their qualifications by providing dedicated time during their working week to complete their studies.

#### **Siobhan Tate, HR and Office Manager**

When our Office Manager Siobhan was asked to support in the recruitment of an HR Manager she expressed her own interest in the role and we were delighted to support her in achieving her CIPD Level 3 Foundation Certificate in People Practice. Siobhan's existing relationships with members of our team and her new qualifications have made her the ideal HR resource for our business. We are now working with Siobhan to support her in gaining further HR qualifications.



During FY25 we invested over £25,000 to provide training and development for our team.

We are very aware that as an industry we must do more to support the development of green skills within the workforce. We support apprenticeships within our business when opportunities arise and our ambition is to provide a more formal skills development programme for apprentices, work placement students and recent graduates. Our latest electrical apprentice graduated this autumn and is now working full time within the business alongside three other former apprentices who have stayed with us after completing their training.

# Gender Equality

**5** GENDER EQUALITY



As an equal opportunities employer, we embrace the diversity that exists in our team and have policies in place to ensure that we operate an inclusive and supportive workplace for all of our employees.

In addition to inclusive recruitment processes we support gender equality with a number of key policies that support our colleagues in maintaining a healthy work life balance.

Our flexible working and home working policies support members of our team who have additional responsibilities in their personal lives including caring for others, childcare and commitments to their community.

Our policies have enabled employees to return to work after maternity and paternity leave and helped us achieve and maintain a 50/50 gender split on our board.

- 37% of our team are part time or flexible hours**
- 100% of our team who have left on maternity or paternity leave have returned to work**
- All of our team have access to enhanced maternity and paternity leave**



# Practicing What We Preach



“Without a shadow of doubt, Geo Green provide the very highest level of expertise & professionalism. Their expert engineers are truly professional & go that extra mile.”

**Nick McKay, home owner**

Our business is dedicated to the UN Goals for Sustainable Development of affordable and clean energy. We provide our customers with renewable energy installations which meet their needs, save them money and reduce their impact on the environment. We use quality products and best in class workmanship to deliver installations that we are proud of.

Our aim is to build trusted, long-term partnerships, delivering exceptional levels of customer service and providing open, honest advice on the best options available. We never start with a sales pitch, we start by looking at customer requirements and tailor the best fit. We want to delight our customers, so they come back to us when they consider further investment in renewables and they recommend us to friends, family and colleagues. And of course we practice what we preach and benefit from our own investments in renewable technology.

“The team at Geo Green Power were brilliant. The two site leaders in particular were so easy to approach and any issues were dealt with immediately. They were amazing and we'd definitely work with them again.”

**Paul Hinson, Project Manager,  
Coventry University.**

# Affordable and Clean Energy

7 AFFORDABLE AND CLEAN ENERGY



Geo Green Power has been installing renewable energy systems for UK homes and businesses for over 15 years, providing our customers with clean energy, reducing their utility bills and protecting them against price increases. We are one of the UK's leading installers and our customer reviews demonstrate our commitment to delivering a quality installation and customer experience.

We tailor each installation to customer needs, delivering the maximum benefit in terms of cost saving. Specialising in solar PV, battery storage, EV charging and heat pump installations we can offer a system that combines technologies for the best outcome in terms of cost and emissions savings.



Our team installs over 1MW solar PV every month.

In 2024 we installed 13.9MW.

An investment in renewable energy is an investment in the future, and in addition to installing renewable energy systems we are committed to servicing and maintaining systems to ensure that they deliver their full potential in terms of energy generation and cost savings. We extend our Operations & Maintenance packages beyond our own installations, providing a valuable partner for homeowners and businesses whose installers don't offer this provision or have left the market.



We complete up to 90 service & maintenance appointments every month

Over 35% of our service & maintenance visits are for systems that we did not install

Our business has benefited from clean, green energy in terms of the installation service we offer and **through our own investment**. Our first purpose-built offices were fitted with solar PV, battery storage and a ground source heat pump, minimising our overheads and carbon emissions. We outgrew these premises and relocated in 2024 to leased premises where we had no control over the existing building specification and build. We worked with our landlord to enable us to install our own 60kWp solar PV system and EV chargers.

Our **commitment to the future growth and success** of renewable energy in the UK goes beyond focusing on the success of Geo Green Power. We have invested, both financially and by providing expertise and team resource, in GeoPura, the UK's largest producer of green hydrogen and a pioneer in the provision of off-grid, large-scale energy provision using 100% emission free hydrogen power.

# Affordable and Clean Energy



In 2019 the Geo Green Power team supported the launch of GeoPura at the Goodwood Festival of Speed and the debut of their trade mark HPU (Hydrogen Power Unit). Members of our team who were heavily involved in establishing GeoPura formerly transitioned to the business in 2024. The provision of resource and financial support when GeoPura was established has been converted into a company shareholding in the business which has gone on to raise £millions in funding and is currently the UK's biggest producer of Green Hydrogen and is delivering emissions free, off-grid energy to globally recognised customers such as Netflix.



# Taking our Responsibilities Seriously



As a business, and as a collection of individuals, we are committed to acting responsibly and operating in a fair, transparent and sustainable way. We want to limit our impact on the environment, operate our company in a safe, legal and compliant manner and engage in activity that supports regeneration and has a positive impact on Climate Change.

Our company culture, and the principles that we uphold in our day to day activities most closely align with the UN Goals for Sustainable Development of Climate Action; Responsible Consumption and Production; and Peace, Justice and Strong Institutions.

“it’s important to me that I work for an organisation that has a commitment to the environment and social responsibility”

**100% of our employees**

# Climate Action



13 CLIMATE ACTION

As a global population we are already starting to feel the impact of Climate Change through severe weather events including flooding, forest fires, droughts and fundamental changes to habitats and the natural world. Despite the fundamental purpose of our business being the delivery of renewable energy installations that reduce emissions we are committed to reducing our own emissions wherever possible.

During 2025 we've been working alongside Auditel UK, a leading cost, procurement and carbon solutions consultancy, to create our first, fully accredited, **carbon footprint**. The project to map our full greenhouse gas inventory across Scope 1 (direct emissions from our fleet and facilities), Scope 2 (purchased electricity) and Scope 3 (upstream and downstream supply chain activities) emissions is due for completion in November 2025.

Once we have identified the make-up of the largest sources of emissions within our business and our supply chain we will produce an ambitious **Carbon Reduction Plan** to reduce our impact and publish a formal route to Net Zero.



# Climate Action

## Provisional Net Zero Road Map

**2025:** Completion of full carbon footprint with Auditel and publication of our first ESG Report.

**2026:** Reviewing our carbon footprint, developing and publishing our first Carbon Reduction Plan. Continue to measure our Scope 1, Scope 2 and Scope 3 emissions and continuing to publish our annual ESG Report.

**2027:** Integrate ESG Key Performance Indicators (KPIs) into Board-level reporting and supplier assessments. Begin publishing our annual Carbon Reduction progress report.

**2030:** Transition 100% of our vehicle fleet to electric or plug-in hybrid and reduce operational emissions by 50% (vs 2024 baseline).

**2050: (or sooner):** We will achieve Net Zero across Scope 1, 2 and 3 emissions before 2050 and will commit to a date prior to 2050 following the findings of our ongoing carbon footprinting work. Our target will be ambitious.

**+** Our 60kWp solar PV scheme has saved 62 tonnes of CO2 to date

We are committed to reducing the use of **fossil fuels** within our business and have been focusing on reducing the use of petrol and diesel within our fleet. On Clean Air Day, 15 June 2023, we committed to only buying full EV or plug-in hybrid cars for our business and announced that we would buy no more new diesel vehicles after January 2025. We have stuck to this commitment.

	EV	Plug-in Hybrid	Diesel	Petrol
Car	5	7	0	0
Van	0	4	11	2
SUV	0	0	2	0



Our decision to move our fleet away from diesel is driven by our focus to reduce emissions and the need to improve air quality. Exposure to Diesel Particulate Matter is linked to serious health conditions like asthma and respiratory illnesses and can worsen existing heart and lung disease, especially in children and the elderly.





Reducing our impact on the environment is only part of the solution, the rest relies on organisations giving back and having a positive and regenerative impact on the planet. In June 2023 we began a tree planting programme with TreeApp, committing to planting a tree for every quote we produce and hoping to plant at least 1,000 a year.

To date we have planted **3,012 trees and reforested 20,090m<sup>2</sup>**. We support projects that restore habitats, prevent land erosion and protect endangered species. Our trees are planted around the globe and support a variety of different projects aligned to the UN Goals for Sustainable Development.



Currently our trees will absorb 328 tonnes of CO2 during their lifetime

# Responsible Consumption and Production

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



In March 2024 we became signatories of **Solar Energy UK's Supply Chain Statement**. Transparency, sustainability, social responsibility and good governance is important to us as a business. It's only right that we, and the solar industry as a whole, do all we can to hold ourselves to high standards and commit to stretching targets. We only work with trusted supply chain partners and recognised manufacturers who provide transparent, traceability information to our purchasing team.

**"We, members of the UK solar energy industry, support the development of an industry that promotes the highest possible levels of transparency, including in areas of environmental sustainability, social responsibility, and good governance. This includes action to minimise and reduce the impact of extracting raw materials, to conserve water and to lower carbon emissions across the value chain, and to ensure the industry is free of any human rights abuses, including forced labour, anywhere in the global supply chain."**

In 2021, Solar Energy UK members committed to the development of a traceability protocol to increase sustainability across the industry. Since then, Solar Energy UK has taken robust action to drive change. This includes collaborating across the industry, with governments, and with sustainability experts, to develop the Solar Stewardship Initiative, which launched in December 2023.

The Solar Stewardship Initiative is a solar-specific supply chain assurance scheme, and has published a dedicated environmental, social and governance standard. The Solar Stewardship Initiative will drive a more responsible, transparent, and sustainable value chain. To demonstrate our support for the principles set out in the Solar Stewardship Initiative, we will always seek to use PV modules where possible from manufacturers that can demonstrate they are following the SSI Standard in future projects.

**This industry-wide action complements the work that Solar Energy UK members have taken to strengthen supply chain standards, and we commit to continuing to use our best endeavours to deliver a sustainable industry."**



# Responsible Consumption and Production

Each year we publish an Anti-Slavery and Human Trafficking Statement outlining our commitment to preventing **modern slavery and human rights abuses** within our business and supply chain.

**We recognise that the global solar and construction industries carries a risk of unethical labour practices, particularly in raw material extraction and component manufacturing. As such, we take proactive steps to ensure transparency and integrity across every stage of our procurement process.**



## Our approach includes:

Assessing risk within our business and supply chain and taking proportionate action to mitigate it.

Carrying out due diligence on all key suppliers and subcontractors, including review of their own modern slavery statements and ethical sourcing policies.

Providing staff training to raise awareness of the signs of modern slavery and reinforce the importance of ethical sourcing.

Working only with trusted suppliers who share our values and can evidence traceable, responsible sourcing — particularly for solar modules, inverters and mounting systems.

Supporting industry initiatives such as the Solar Stewardship Initiative (SSI) and Solar Energy UK's Supply Chain Transparency Statement, which promote responsible production and fair labour standards.



# Responsible Consumption and Production



The majority of the waste we produce is **packaging** used to protect materials during transport and for office supplies. We have moved across to refillable kitchen and cleaning products, and during 2026 we will focus on reducing single use plastic packaging in our business and purchasing more sustainable consumables.



Waste is collected from site by Yardlink who endeavour to reduce the amount going to landfill by recycling and diverting to energy from waste plants.

Waste generated at our warehouse and head office is sorted on site and collected by Biffa. 100% of our general waste handled by these carriers is diverted from landfill.

We repurpose electronic devices, such as laptops, to give them as long a life in the business as possible before being disposed of through a BATRRT and WEEE approved provider.

Our panel suppliers are members of the PV Cycle Scheme - the collective take-back and recycling scheme for PV panels - and our panels are marked with the WEEE symbol promoting responsible end-of-life recycling.

# Peace, Justice and Strong Institutions

16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



We operate our business in a manner which complies with the industry associations we are accredited by and in line with all UK legislation. Audit processes operated by industry associations and our own internal checks ensure that we maintain the highest levels of **Governance** across our operations.

We have held our **MCS** accreditation since 2011, it is the UK's quality mark for small-scale renewables and we apply their standards across all of our installations. We would welcome an industry body to introduce a similar scheme that would regulate installations of over 50kWp as we are aware that there is currently no such scheme in place.

We have always operated high standards of workmanship, quality and safety within our business and achieved our CHAS accreditation in 2019. Earlier this year we were delighted to raise this to **CHAS Elite** status, their highest level of accreditation.



CHAS Elite meets SSIP requirements, includes social value assessment and meets the former PAS 91 standard plus requirements for public sector, Common Assessment Standard and is recognised industry-wide as the most comprehensive.



Our ISO9001 and ISO14001 accreditations have been in place since 2021 and our customers have confidence that our core business processes adhere to the recognised quality and environmental standards.

Operating in a manner that is **safe, legal and compliant** with a high level of transparency is important to us. We work with market leaders Peninsula to ensure that our company policies are maintained in line with UK legislation and we are updated on any changes to HR legislation. Core policies such as Anti-Tax evasion, Anti-Bribery and Modern Slavery are reviewed annually by the Board and shared with the business to ensure that everyone understands their responsibilities.

In our role as Directors of Geo Green Power it is our responsibility to ensure that we are operating with integrity at all times, adhering to UK legislation, industry guidelines and best practice and in a manner that is expected by our customers and team.

Since our inception in 2010, Geo Green Power has recorded zero incidents of bribery, fraud, or regulatory breach. This record reflects our commitment to transparency, accountability, and ethical business conduct.

**Statement from the Directors**

# Peace, Justice and Strong Institutions



We operate a culture of continuous improvement and aim to deal with any non-conformity in a timely and professional manner. We endeavour to identify the root cause of any issue that is identified internally or highlighted to us by a third party, implementing changes to our processes to minimise the risk of it reoccurring. Regular meetings with heads of departments from across the business address emerging issues or trends and we are proactive in our response.

Should any of our customers raise a complaint relating to our services we investigate fully and work towards a satisfactory solution. The customer complaints process is personally overseen by one of our directors. If ever a resolution cannot be reached, we are able to access mediatory services through RECC.



There were 26 customer complaints raised during 2024, all were resolved amicably.

Data Security is a growing concern for UK businesses and we take great care of our own and our customers' data. We work with our IT partner, OneZo, to ensure that our systems are protected and obtained **Cyber Essentials** in December 2024. All of our cloud based applications are protected with MFA, we operate a clear desk policy in the office and ensure that the same disciplines are implemented by any employee working from home or remotely.

# Sharing Our ESG Journey

Our ESG plans and ambitions are shared with **our team** through a series of internal briefing sessions throughout the year when we bring the team together to share news and build relationships. Every January the whole team meets to discuss our plans for the year ahead and we report on our progress with short, townhall briefings that can be joined in-person or virtually every 2-3 months.

It's important to keep talking as we make our ambitions a reality. We value effective two-way communication with our team. Our door is always open, and **we welcome feedback** whenever and however they wish to share their views. Twice a year we seek anonymous feedback to help us track key metrics and provide an additional route for feedback to the leadership team.



## Thank you

I would like to close our first ESG Report by thanking you for taking the time to review the wide range of activities that we are undertaking to ensure that we operate in a sustainable way and take our responsibilities seriously.

This report brings together a number of initiatives, some of which we have been delivering for many years, into a formal programme of ESG activity and commitments. In the coming year we aim to develop this further, improving our data sets and reporting and establishing stretching targets that resonate with our team, our customers and other stakeholders.

In particular we are looking forward to understanding the full extent of our carbon footprint and identifying ways in which we can reduce it; enabling us to set out an ambitious Net Zero strategy.

**James Cunningham, Managing Director**

