



ESTD 1859

# BES Group



## ESG Report 2024

# Accelerating change: Our ESG journey so far

# Sharing our progress with our latest ESG Report



BES Group

**Mark Taylor, BES Group Chief Commercial Officer, shares his thoughts.**

Sharing our ESG progress in our annual ESG Report is something we take immense pride in.

Our Environmental, Social and Governance (ESG) objectives are well known across our company and the progress we continue to make on this front is the result of a real team effort.

**Safety is our number one priority, simple.**

Keeping our people and our customers safe is our number one priority and everything we do is focused around this. This includes our approach to ESG as a business. We put the needs of our people and our customers first and that will never change.

**Empowering our team**

Our ESG agenda has been developed to really help make a difference. Our objectives are clear and achievable and we empower our team to help drive these forward, every day.

We've really set the benchmark high with our people and they have the opportunity to help shape the future of our business in the

most positive way. We're focused on ensuring they have the ability to share their thoughts and feedback and we listen to what they have to say.

**Driving sustainability through our customer solutions**

Our increasing involvement in the renewable sector is key to our ESG agenda. From the critical work we carry out at off and on shore wind farms to our role in helping accelerate the move to Electric Vehicles across the UK, we take our responsibility in this sector very seriously.

**Continuing to move our ESG agenda forward**

We are committed to delivering on our ESG commitments, moving our business forward and making the most responsible decisions as we continue to grow. Our ESG Report brings our ongoing progress and priorities to life and gives us the opportunity to share some of our highlights from 2024 and we're delighted to share this update with you.

**"Our Environmental, Social and Governance (ESG) objectives are well known across our company and the progress we continue to make on this front is the result of a real team effort."**



A large-scale photograph of an offshore wind farm. Numerous white wind turbines are arranged in a long, receding line across a calm, blue sea. The sky is a clear, light blue with a few wispy clouds. In the distance, a small, dark island is visible on the horizon. The water's surface is smooth, creating clear reflections of the turbines.

Helping make sure our  
customers **leave nothing  
to chance** with our risk  
management solutions

# Contents

**05** About BES Group

**09** Value creation

**12** Our ESG strategy

**23** Looking forward

**25** Appendix

# About BES Group

# 01

# Leave nothing to chance with **BES Group**



For over 160 years, our highly skilled engineer surveyors, and engineering consultants have inspected, tested and reported on industrial machinery in order to keep UK industry, businesses and the public safe. And with our acquisition journey over recent years, we've expanded our customer solutions even further adding critical infrastructure examinations, asset monitoring and more to our suite of services.

What we do is much more than a nice to have. We're all about safety, compliance and operational efficiency and, what's more, we really do care.

We help our customers manage their risk at every stage of their assets' lifecycle with the most thorough inspections, condition based maintenance activities and associated services and we're proud to offer an end to end service like no other.



United Nations  
Global Compact

## High standards

We're proud to be BES Group and to us that stands for the highest quality assessments and detailed reporting, with no compromise, ever.

## Partnerships

Who we work with is everything to us, our relationships with customers really matter.

## We genuinely care

Knowing we always do the best job we can with absolutely no compromise means everything to us.

## Reliable

Whatever the assignment. We pride ourselves on being where we're needed, when we're needed.

## ESG runs through everything we do

We talk a lot about our seven cultural priorities internally and we make sure we align the way we do things to one or more of these, at all times. Safety, ESG and our people are at the centre of these and it's important to us that these themes are ever present.

Operating in the most responsible way is important to us all across BES Group and we have shaped our business to ensure our commitments really make a difference and we can deliver on these, year after year.

## We do things our own way

We're independent for a reason, we like to do things our own way. It works for our people and our business and it works for our customers too.

# BES Group in numbers

**1,700+**skilled and experienced  
peopleIndustry leading  
**25,000**  
sq ft training centre**c.65,000**training hours completed at our  
training centre**1,500+**on and off shore wind turbines  
inspections completed annually**35,000+**  
customers**2.2million +**

assets inspected annually

**Independent**

Private Equity backed

Industry leader with  
**8**  
unique divisions**UKAS**

accredited

**19%**

female employees

**21.4%**tCo2e total reduction across  
Scope 1,2 and 3, against 2022  
baseline**70%**revenue from  
sustainability solutions

# Safety is our number one priority

## Arthur Wainwright- Group Health and Safety Manager

**Our focus on safety remains firmly at the top of every agenda at BES Group and this is consistent across our complete organisation.**

We continue to monitor our safety performance closely, striving for year on year improvements, identifying seasonal trends and responding pro-actively to external circumstances, such as severe weather conditions.

## Listening to our people

Most importantly, we listen to our people. Not only do we actively encourage the reporting of near misses and incidents/ accidents, but we have made sure that the process to do this is quick and easy to complete. We share learnings across the Group and update our ways of working based on the experiences of our people.

What's more, we make sure everyone in our team knows that they have the full support of our leadership team to walk away from a situation if they don't feel safe, for any reason. This is something we talk about from day one and repeatedly reinforce across our team.

## Mental health and wellbeing

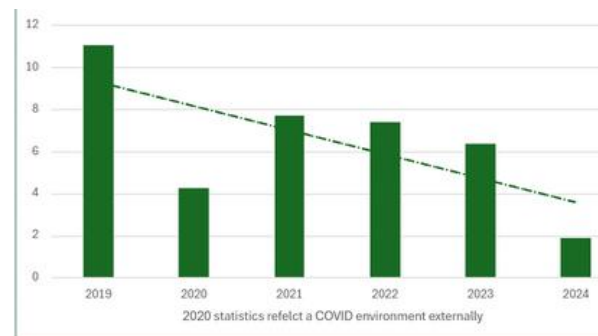
We continue to prioritise mental health and wellbeing as an integral part of our Health and Safety agenda. This remains an important and widely discussed topic across the organisation, and we're committed to keeping the conversation active.

We regularly remind our people of the range of resources available to support them, including our comprehensive Employee Assistance Programme (EAP), designed to offer confidential help, guidance, and emotional support whenever it's needed.

Growing our team of Mental Health First Aiders was a priority in 2024 and we are delighted to have trained and subsequently welcomed a number of additional people to this Group.

We will continue to make the safety of our people and our customers a priority at all times at BES Group and are proud that we have a reputation for doing so.

**Trending reduction in Lost Time Accident Frequency Rate (LTAFR)**



**2020 statistics reflect a COVID environment**

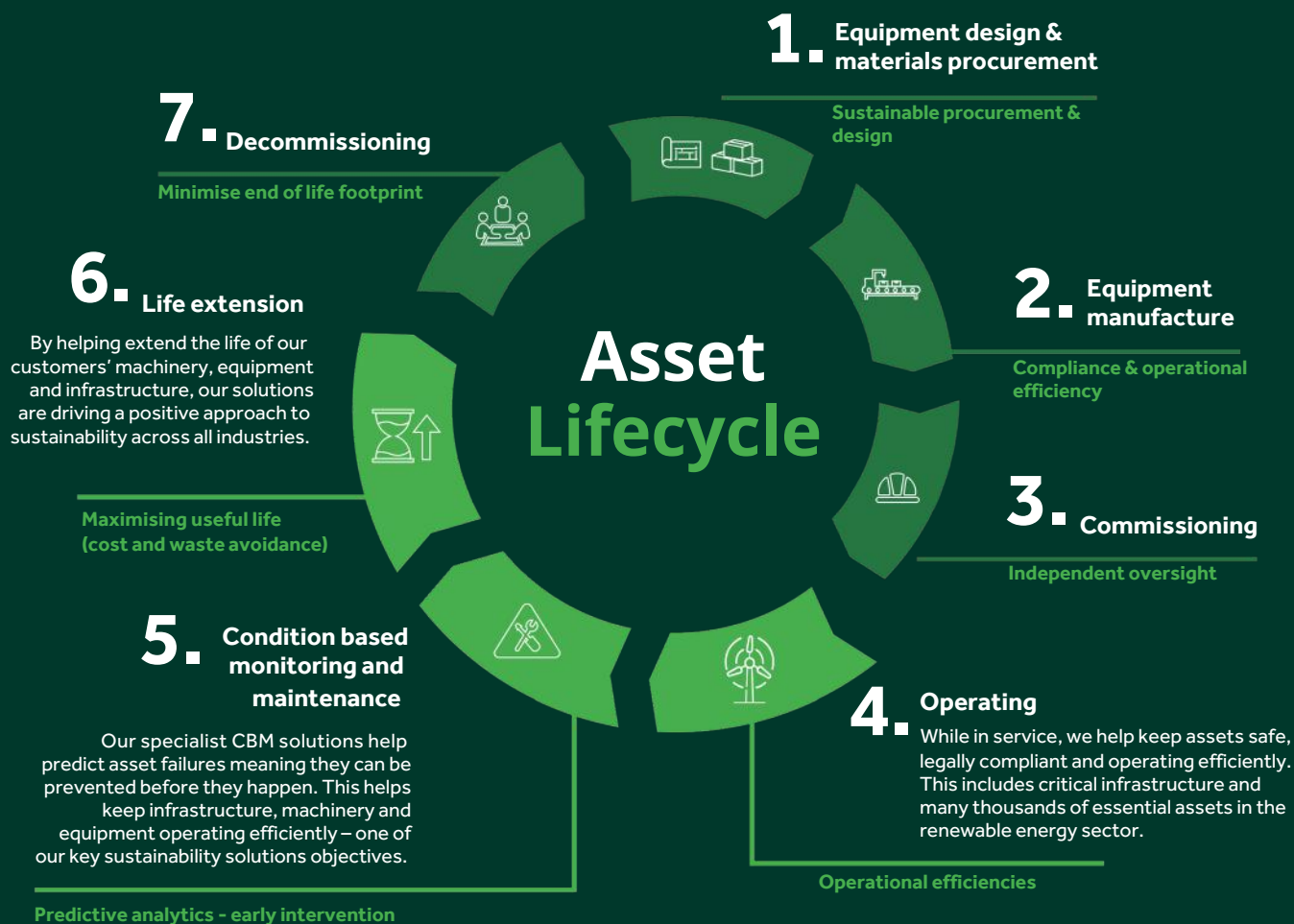


# Value creation

# 02

# Our sustainability solutions offering

Our end-to-end risk management solutions continue to help accelerate some of our key ESG objectives simply by the way they support our customers.



# Sustainable customer solutions

Getting it right for our customers every single day remains key across BES Group and that includes supporting them on their own sustainability journeys. From ensuring their assets are operating efficiently to pro-longing the life of their equipment, our solutions help ensure our customers are behaving in the most responsible way, no matter what.

With our end to end approach, we help make sure our customers are making decisions that support their ESG agenda, at every stage of their asset's lifecycle. Most importantly, we help ensure they are operating safely. This is and will always be our number one priority and we have consciously built our ESG objectives with safety at the centre.

## An increasing involvement in the renewable sector

Our customer base is vast and varied and includes many thousands of businesses across a whole range of sectors. We're proud to have partnered with some of the most significant organisations in the renewable sector, providing risk management solutions across on and off shore wind farms all over the UK and beyond, for example.



Vestas



BAE SYSTEMS

Our presence in this sector continues to grow, which, in turn, means the impact we have as a business when it comes to sustainable solutions, has done the same.

Inevitably, the revenue we generate as a business from our sustainability solutions has continued to grow over recent years. In 2024, this grew to 70% of the total revenue generated by our end to end risk management solutions. Building on this with an innovative and progressive approach to managing risk for our partners will see this grow even further long into the future.



# Our **ESG** strategy

# 03

# ESG strategy framework – continuing to make a difference

Focusing on what matters - people, sustainability, technology and more...



## People focused

- **Empower employees:**  
Continue to drive a culture of sustainability by providing training and development programmes.
- **Stakeholder collaboration:**  
Ongoing engagement with stakeholders, including customers, suppliers, and communities, to build partnerships that drive action towards sustainability goals.
- **Transparent communication:**  
Maintain open and honest communication about ESG initiatives, progress, and challenges to build trust and accountability.
- **Diversity and inclusion:**  
Continue to build a diverse and inclusive team.



## Technology enabled

- **Innovative solutions:**  
Make use of cutting-edge technologies that support sustainability, such as renewable energy, waste reduction systems, and energy-efficient processes.
- **Digital transformation:**  
Leverage digital tools and platforms to enhance operational efficiency and reduce environmental impact.
- **Smart infrastructure:**  
Ongoing deployment of infrastructure solutions that optimise resource use and minimise carbon footprint.



## Data driven

- **Robust data analytics:**  
Continue to use advanced data analytics to monitor, measure, and report on ESG metrics accurately and consistently.
- **Performance tracking:**  
Use data to set measurable targets, track progress, and identify areas for improvement.
- **Informed decision-making:**  
Utilise data insights to guide strategic decisions and ensure alignment with sustainability objectives.



## Growth of sustainability solutions offering

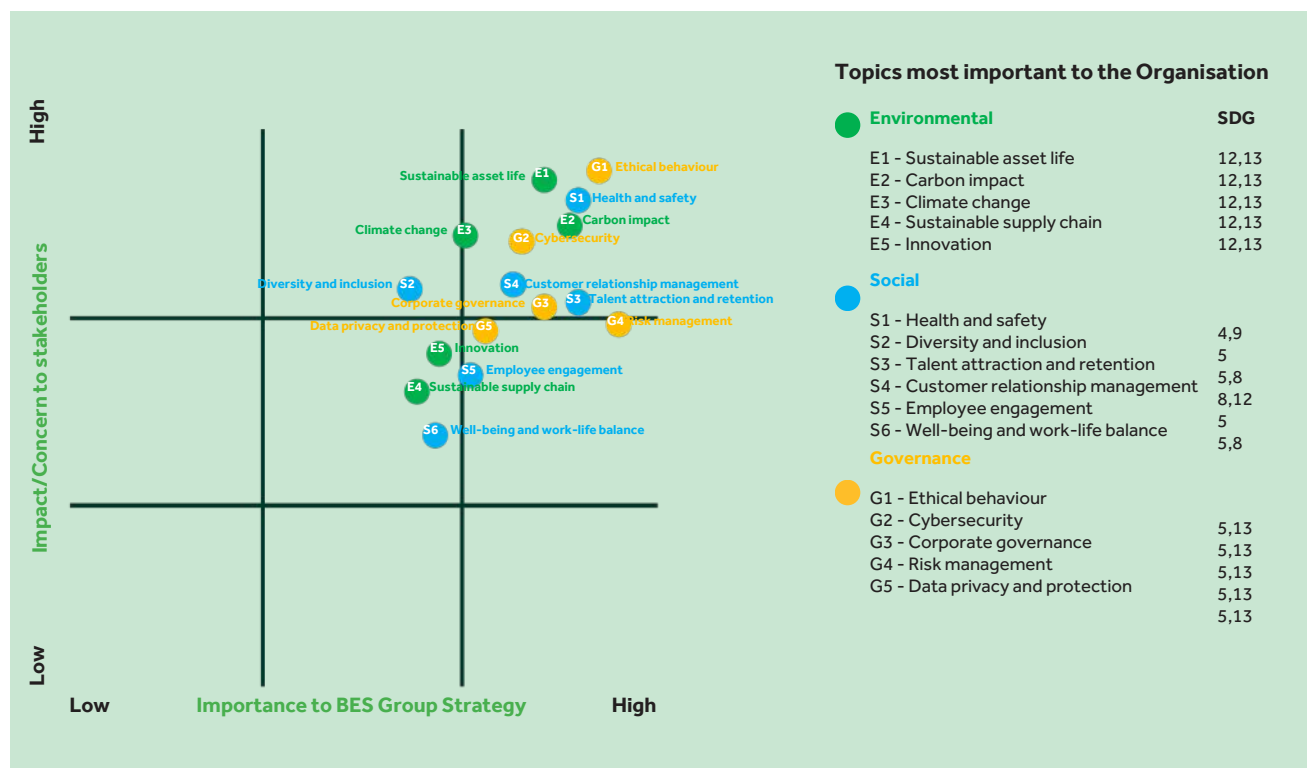
- **Sustainable offering development:**  
Focus on creating and expanding our portfolio of services that meet sustainability criteria and reduce environmental impact.
- **Market expansion:**  
Explore new markets and opportunities where sustainability solutions can drive growth and provide competitive advantages.
- **Strategic investments:**  
Allocate resources and investments towards acquisitions, projects and initiatives that advance sustainability and contribute to long-term value creation.

# Remaining committed to our materiality assessment

Setting objectives and targets aligned to the United Nations Sustainable Development Goals (SDGs) was a huge achievement for our business.

By completing our assessment, we have identified our ESG priorities as a business, agreeing our path to achieving these along the way

We have aligned with four of the 17 SDGs that most closely support our mission, vision and strategy and will be focusing our ESG efforts on these for some time to come.



**SDG 5. Gender equality**



**SDG 8. Decent work and economic growth**



**SDG 12. Responsible consumption and production**



**SDG 13. Climate action**

# An approach to ESG that makes a difference

At BES Group we're all about making a difference. We believe in our ESG objectives and know the progress we are making on this front is beneficial for our people, our business and beyond. We're working hard to deliver the very best results as a team and we're proud of everything we're achieving.



## Environmental; our net zero journey

We're reducing our carbon footprint, promoting and supporting the renewable sector and adopting eco-friendly practices where we can.



## Social responsibility; fostering an inclusive and empowered workplace

We're championing diversity and inclusivity by providing a work environment that means our people can truly be themselves. On top of that, they also have the opportunity to get involved and help drive positive change by giving back to our local communities. And they're really making the most of it, delivering on our commitments and working with some truly worthy organisations.

Via our relationship with Careers Transition Partnership (CTP) and more, we support service leavers as they make the transition to their first civilian role after leaving the armed forces.



## Governance; guiding our way to sustainable success

We employ the most effective processes to help ensure we are managing risk, both internally and for our customers. Our approach is transparent and continually evolving in line with our growing business.



United Nations  
Global Compact

We are proud to have aligned with some of the most reputable ESG focused organisations and feel this really underlines the importance of everything we have committed to across BES Group.

## UN Global Compact Network

As a proud member of the UN Global Compact Network, we work alongside other organisations that share our commitment to accelerating sustainability efforts along with ensuring our combined actions make an impact, in line with the UN Global Compact ten principles.

## Science Based Targets initiative (SBTi)

We officially completed the final step of the SBTi verification process in 2024. By defining our journey to becoming a net zero organisation by setting 'science-based targets', BES Group has been added to the list of responsible businesses formalising their commitments to helping positively impact climate change.

## ESGmark®

We were delighted to be awarded the prestigious ESGmark® certification in 2023 and have maintained this ever since. This is a symbol of trust and distinction, and we are proud to be part of the ESGmark® community, which further reinforces our promise to helping drive a fairer, more sustainable future.

# Our journey to Net Zero

## 2022

Establish a baseline year for measuring and reporting as a Group

## 2023

- Align with positive frameworks & commitments (UN Global Compact)
- Stakeholder engagement & materiality assessments
- ESG framework & sustainability solutions offering
- Pursue external independent validation of baseline and targets (SBTi)

## 2024

- Develop detailed Sustainable Roadmap and path to Net Zero
- Supply Chain assessment (top 35 suppliers, contributing to 28% emissions)

## 2028

100% energy (scope 2) from renewable sources

## 2035

Commitments of reducing absolute scope 1 and 2 Greenhouse Gas (GHG) emissions by 42% and absolute scope 3 GHG emissions 25%

## 2040

Achieve Net Zero

# People first - simple

Thoughts from Hannah Mather, BES Group HR Director.

**At BES Group our people come first and that's just the way it is.**

We're all about our team and that means doing what we can to attract the very best people and then keeping them engaged so that we retain them. This comes in all shapes including an ongoing focus on delivery best in class inductions and training, ensuring clear development opportunities, an ongoing focus on health and safety and so much more.

We've really set the benchmark high with our people

We're extremely proud of our team and do what we can to make sure all of our people work in an environment where they feel comfortable and can truly be themselves. This stretches from our approach to health and safety right through to our ongoing focus on diversity, equality and inclusion.

In a male heavy industry, we continue to promote BES Group as an employer amongst females and have provided clear progression opportunities for the right people. As a result, we have seen many females progress into leadership roles and are also delighted to have introduced our Women in Leadership Apprenticeship.

Also on the apprenticeship front, we are delighted to have two people join the Inflexion ESG Academy Programme, where they will complete formal training in this area. In addition, we have sponsored three additional people from outside of our company, to take part in the same programme.

We're proud to have signed the Armed Forces Covenant and remain committed to supporting those leaving the military and looking for their first civilian role, via our relationship with Careers Transition Partnership and more.



We really do care

We listen to our people to make sure our business is shaped in a way that works best for our team and our customers. Regular face to face engagement sessions give our people the opportunity to share their thoughts and have been integral to our people agenda over recent years. Whether it's our in field engineers and examiners or our office based functions, we provide a number of ways for feedback to be shared effectively.

**"It's important that we provide our people with a working environment where they can truly be themselves."**



# A team approach to doing great things

## Charity - a responsible approach driven by our people

Supporting worthwhile causes close to the hearts of our people is really important to us. Our charity scheme means we are supporting some truly amazing organisations thanks to the efforts of our team. In 2024 alone, we donated to more than 40 charities and community initiatives by sponsoring our people and their fundraising efforts.

## Volunteering - another 500 hours dedicated across the Group

We, once again, completed 500 hours volunteering for some wonderful organisations in 2024. Our partnership with The Bread and Butter Thing went from strength to strength with several days spent helping out at their Trafford Park warehouse.

## Employee suggestions - our Bright Ideas initiative

Our internal employee suggestion scheme continued to generate some fantastic ideas in 2024. This programme, which sees our people rewarded for sharing suggestions that benefit BES Group, including our team and our customers, has been a huge success since it was launched in 2023.

## Reward and recognition - Shining Stars

We were delighted to introduce our very first Group reward and recognition programme in 2024. Our people nominated hundreds of their colleagues for one of seven awards, sharing their positive feedback along the way.



# The benefits of being part of the **BES Group team**

## Retaining great people with great benefits

At BES Group, our recruitment process is thorough. We work hard to recruit people who are the best at what they do and it's important to us that they are engaged, motivated and want to stay in our team for as long as possible.

Our suite of benefits is key to this and is something we continue to build on, year on year.



### Responsible travel

The launch of our Electrical Vehicles Salary Sacrifice scheme in November 2023 was a huge step forward for our company and is a fantastic optional benefit.



### Discounts and offers

As a BES Group employee, our people have access to thousands of offers and discounts via our online benefits portal.



### The gift of time

Our buy and sell holiday scheme has allowed our people to spend even more time with their loved ones outside of work, when they want it most.



### Supporting health and wellbeing

Every member of our team has access to an extensive Employee Assistance Programme. Not only does this provide a whole range of useful resources, but it also provides our people with:

- 24/7 counselling services
- Cognitive behavioural therapy



### Helping better our business

Bright Ideas, our employee suggestion scheme, was launched in 2023. In the first 12 months since introduction, more than 200 ideas were submitted.



### Refer a friend

We reward our people for helping support our recruitment process. Our employee referral scheme is accompanied with a cash reward for anyone who refers someone to our company, and they are recruited to our team.



What's more, we are proud to be a Real Living Wage employer across the complete BES Group.

# Embracing technology with our innovative training

## Proud of our Industry leading training

BES Group is well known across our industry for our leading approach to blended training. Making sure our people have access to the very best training at every stage of their career is important to us. Much of this takes place at our industry leading training centre in Warrington, using a variety of the very best methods, including hands on practical training, technology based learning and classroom sessions.

## Embracing technology

We are extremely excited to be embracing the latest technology more and more, developing training modules using augmented reality across a whole range of disciplines, for example. In doing this, our trainees have access to training whenever they need it, in the safest and most efficient way.

## Train the trainer

We are pleased to have recently invested in our team of skilled and experienced trainers. We have spent time with this group to ensure they are not only able to make use of the most up to date training methods, but can adapt their approach depending on the needs of our trainees. What's more, we take regular feedback from our trainers and trainees along the way to ensure we're doing what we need to, to support everyone involved in this process.

Our approach to training has continued to stand us above others in our industry when it comes to the way we train our people.



# Governance - Risk

## Andy Kinsey - Chief Risk Officer

Our approach to risk remains the same as it does every year. We help make sure our customers leave nothing to chance and we do that with the most robust approach to the way we do things, both internally and externally.

Our accreditations remain of the highest standard and we are extremely proud of this. We are affiliated with some of the most well respected governing bodies, which really reinforces our approach to working to the highest standards, always.

We are a UKAS accredited business, which, alone, is something to shout about. We work in accordance with stringent UKAS requirements, alongside those of other accrediting bodies and are regularly assessed and verified as maintaining these standards.

## Safety first

Safety is our number one priority in everything we do and that is true of our people, our customers and other external partners. This is something our people hear time and time again, right from their very first day with BES Group. We reinforce it, because it's true and we're pleased to have it that way.

As a founding member of The Safety Assessment Federation (SAFed), we ensure we are leading the way when it comes to governance and other relevant developments within our industry.

Our team of technical experts work closely with the relevant governing bodies to ensure the way we are doing things is always current and to the highest standards. Our repository of technical documentation is easy to access and we share updates and changes across the complete BES Group team regularly.

## Additional accreditation

From NICEIC, SAFed, Constructionline and ASME to UKAS, and a whole lot in between, we are working in accordance with some of the most respected organisations and accrediting bodies in our sector. What's more, we don't just do this because we have to. We do what we think is right for our team and our customers, always.



# Governance – Cyber security & data protection

## Mark Buchanan- Group Chief Information Officer

Cyber security remains a critical priority in our IT governance strategy. We are focused on continually strengthening our posture by educating our people and embedding robust, repeatable processes that place data protection at the forefront. Our team operates within the Group Information Security Framework, ensuring alignment across all areas of the business and a consistent, uncompromising approach to protecting our systems and data. Regular reporting into the Group Corporate Governance Board adds a further layer of oversight and accountability.

Our use of Microsoft technologies, including Azure security and compliance tools, enhances our ESG commitments. Microsoft's focus on energy-efficient cloud infrastructure, data privacy, and secure digital operations supports our objectives at BES Group.

## Alignment with Government Standards

We are accredited under the UK Government's Cyber Essentials programme, backed by the UK Cyber Security Council. This certification underlines our proactive approach to cyber resilience and best practice in protecting against common threats. As part of our assurance activities, we conduct regular vulnerability scans and penetration tests, helping us to continuously improve our defences and validate our security framework.

## Culture of Awareness & Reporting

We regularly run Phishing Simulation exercises in line with our Information Security Framework, raising awareness of everyday risks. Colleagues are actively encouraged to report any concerns, and we've simplified our reporting processes to make it easier for them to do so.

Our Group Learning Management System continues to play a vital role in delivering high-quality, consistent training across the organisation. This includes comprehensive Cyber Security modules, which are regularly updated to reflect evolving threats and best practices. This platform supports a culture of continuous learning and strengthens our front-line defence through knowledge and awareness.

## Independent Audit & Assurance

As part of the Inflexion portfolio, BES Group undergoes annual audits by independent security specialists Cydea. These audits provide an objective assessment of our security maturity and controls. We are pleased to report consistently positive outcomes, which reaffirm the effectiveness of our information security strategy and its alignment with industry expectations.

## Looking Ahead

We remain committed to strengthening our cyber security posture. This includes ongoing reinforcement of everyday risk awareness and a continuous review of our Information Security Framework to ensure it remains robust.



# Looking forward

# 04

# Looking forward - our 2025 actions

ESG will continue to be a focus for BES Group now and long into the future. We're excited to keep working as a responsible business, supporting and empowering our people and really making a difference to the external environment.

We are doing great things every single day across our company and we're proud of the progress we continue to make.

We are not only committed to our ongoing progress on the ESG front, but we're committed to keeping our team and our stakeholders updated along the way

We have had a great start to 2025 as we continue to focus on achieving our short and longer term ESG objectives. We are delighted to have maintained our Real Living Wage status and continue to raise the profile of the testing, inspection, certification and compliance sector amongst females.

Cyber security is at the forefront of our priorities, with a focus on keeping our systems safe and secure and we will continue to rollout training as a result.



## Environmental

- 10% reduction absolute in Scope 1&2 emissions
- 20% reduction in Scope 3 emissions
- All sites migrated to 100% renewable energy
- Progress our net zero objectives
- Reduce engineer travel patterns with efficient journey planning



## Social

- Maintain Real Living Wage Employer accreditation
- Complete 500+ volunteering hours
- Support all employee charity fundraising and community involvement activities
- Recognise Shining Stars with bi-annual employee Group recognition scheme
- Drive employee suggestions with internal Bright Ideas scheme
- Ongoing focus on employee engagement
- Maintain relationship with Careers Transition Partnership (CTP) to support service leavers



## Governance

- Selection of top 200 suppliers for ESG criteria
- Maintain Cyber Essentials Plus Group wide
- Maintain ESGMark certification and membership of UK Global Compact Network
- Maintain UKAS and other industry recognised accreditation

# Appendix

05

# Appendix

## Limited Data Assurance

2022 ESG Scope 1,2 & 3 emissions limited data assurance using independent external partner and external validation of targets achieved through SBTi.

## Abbreviations

|                    |                                    |
|--------------------|------------------------------------|
| ABC                | Anti-bribery and corruption        |
| ESG                | Environment, Social and Governance |
| EV                 | Electric Vehicle                   |
| LTAFR              | Lost Time Accident Frequency Rate  |
| SBTi               | Science Based Targets initiative   |
| SDG                | Sustainable Development Goal       |
| UNGC               | United Nations Global Compact      |
| tCO <sub>2</sub> e | Tonne of carbon dioxide equivalent |



### Environment



### Social



### Governance

## Accreditations

Accreditations listed are associated with specific legal entities and may not apply to the complete BES Group.

## BES Group Divisions

- Asset Reliability
- Certification
- Electrical
- Heavy Lifting Solutions
- Infrastructure
- Inspection
- Road tanker inspections
- Testing

## Disclaimer

This report is intended to comply with the general principles, laws, rules and regulations related to environmental, social, and governance (ESG), sustainability or corporate responsibility. However, ESG standards and regulatory requirements may vary significantly across different jurisdictions. Depending on your country of residence or incorporation, there may be specific local requirements or standards that this report does not fully address. We encourage you to consider your local requirements and your own ESG criteria and objectives when selecting our products and services, and to determine for yourself the relevance of any opinion, certification, review or validation and/or the information contained within this report.

Please note that no universally accepted global framework (legal, regulatory, or otherwise) currently exists, nor is there a market consensus in terms of what constitutes a "green", "sustainable", "responsible", "traditional", or equivalent ESG investment, communication, product, service or offering. Further, the forward-looking statements contained in this report are based on current expectations and projections about future events and are subject to risks, uncertainties, and assumptions. Actual outcomes and results may differ materially from those expressed or implied by these statements due to a variety of factors, including factors beyond the control of BES Group. Accordingly, the information in this report is for general information purposes only and whilst we strive to provide accurate and timely information, no assurance, warranty or representation of any kind is given by the BES Group of companies as to the accuracy, completeness or suitability of the information contained in this report or that any of their products, communications, services or offerings will meet any or all expectations regarding "green", "ESG", "sustainable", "responsible", or other equivalently labelled objectives or that no adverse environmental, social, and/or other impacts will occur. Any reliance you place on such information is therefore strictly at your own risk and BES Group accepts no liability and disclaims any responsibility for actions taken or not taken based on the contents of this report.



# contact

## **BES Group**

Unit 718 Eddington Way,  
Birchwood Park,  
Warrington  
WA3 6BA

[info@besgroup.com](mailto:info@besgroup.com)

+44 345 678 2985