

Wave Ltd

Directors' Report

For the Year Ended 31 March 2021

The Directors present their report together with the audited financial statements of the Group for the year ended 31 March 2021.

Directors

The Directors who held office during the year and up to the date of signing were as follows:

RA Boucher
A Donnelly
S Hazon
M Parker
NJ Watson
WP Young

Indemnification of directors

The Group and subsidiary companies had Directors' and Officers' insurance in place for the year to 31 March 2021. This insurance policy indemnifies the Directors and Officers of the Group for any loss first made against the insured person for a wrongful act or an employment practices wrongful act, subject to the conditions set out in the Companies Act 2006, and this remains in place. The Group has also provided an indemnity for its Directors which is a qualifying third-party indemnity provision for the purpose of s234 (2-6) Companies Act 2006.

Results and dividends

The Group's financial results are summarised in the Strategic Report. No dividends were paid or proposed in the current year (2020: £nil) and the Directors do not recommend a final dividend for the year (2020: £nil).

Future developments, financial risk management objectives and policies, and going concern

Please refer to the Strategic Report.

Policy for disabled employees and employee engagement

Please refer to the Strategic Report.

Energy and carbon reporting

The Group's Greenhouse Gas ("GHG") emissions and energy usage are reported under The Large and Medium-Sized Companies and Groups (Accounts and Reports) Regulations 2008 as amended.

| GHG emissions and energy usage data for period 1 April 2020 to 31 March 2021 | |
|---|--------------|
| Emissions from combustion of gas (tonnes of CO ₂ e) | 33.65 |
| Emissions from electricity purchased for own use, including for the purposes of transport (tonnes of CO ₂ e) | 57.54 |
| Emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (tonnes of CO ₂ e) | 0.63 |
| Total gross CO₂e based on above | 91.82 |
| Energy consumption used to calculate emissions (gas) – m ³ | 16,637 |
| Energy consumption used to calculate emissions (electric) - kwh | 227,243 |

The Group's main emissions are produced through electricity and gas usage within our offices. Our property strategy moving forward will include built in energy efficient decisions points. The business has adopted a flexible hybrid working model which is expected to influence Wave's carbon footprint going forward.