

## **Hidden Hearing Limited**

### **Directors' Report (continued)**

#### **Subsequent Events**

There are no subsequent events to disclose.

#### **Dividend**

The company paid no interim dividend (2019: Nil) and no final dividend is proposed (2019: Nil).

#### **Directors**

The directors who served throughout the year and up to the date of signing the financial statements, were as follows:

G Lane	(Resigned 10 <sup>th</sup> October 2021)
K Gilliard	(Resigned 31 <sup>st</sup> March 2021)
G Soar	(Resigned 31 <sup>st</sup> March 2021)
R W Boyd	
C Foster	(Resigned 31 <sup>st</sup> March 2021)
S Nielsen	(Appointed 1 <sup>st</sup> April 2021)
N Wagner	(Appointed 1 <sup>st</sup> April 2021)
R Schneider	(Appointed 1 <sup>st</sup> April 2021)

#### **Directors' Indemnities**

The Company has indemnified one or more of the directors of the Company against liability in respect of proceedings brought by third parties, subject to the conditions set out in the Companies Act 2006. Such qualifying third-party indemnity provision remains in force as at the date of approving the Directors' Report.

#### **Disabled employees policy**

The Company gives full consideration to applications for employment from disabled persons where the requirements of the job can be adequately fulfilled by a handicapped or disabled person.

Where existing employees become disabled, it is the Company's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development and promotion to disabled employees wherever appropriate

#### **Employee involvement**

During the year, the policy of providing employees with information about the Group has been continued through regular team meetings and head office briefings, and employees are encouraged to present their suggestions and views on the group's performance. Further information on employee engagement can be found in the section 172 statement in the strategic report.

#### **Our greenhouse gas emissions**

##### **Scope 1- tonnes of CO2 resulting from combustion of fuel for transport purposes**

In 2020 approximately 3.5 million business kilometres were driven by Hidden Hearing employees which converts to 536 tonnes of CO2 from passenger vehicles.

##### **Scope 2-tonnes of CO2 resulting from purchase of electricity/gas for own company use**

Approximately 900 thousand KWH of electricity were used in our properties which converts to 214 tonnes of CO2 from electricity.

Approximately 140 thousand KWH of gas were used in our properties which converts to 25 tonnes of CO2 from gas.

In total approximately 766 tonnes of CO2 were emitted as a result of Hidden Hearing operations.

#### **Intensity ratio**

In the year 2020, the Company emitted 19 tonnes of CO2 per million pounds of revenue.