

MORALIS GROUP LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the group continues and that the appropriate training is arranged. It is the policy of the group that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee involvement

The group's policy is to consult and discuss with employees, through staff councils and at meetings, matters likely to affect employees' interests.

Information about matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Auditor

In accordance with the company's articles, a resolution proposing that LB Group Limited (Chelmsford) be reappointed as auditor of the group will be put at a General Meeting.

Energy and carbon report

The group has followed the 2019 HM Government Environmental Reporting Guidelines. The group has also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting

Energy consumption

Aggregate of energy consumption in the year	kWh
	28,089,290

Emissions of CO2 equivalent

	Metric tonnes	Metric tonnes
Gas combustion	79	
Fuel consumed for owned transport	6,345	
		6,424
Electricity purchased		250

Total gross emissions

6,674

Intensity ratio

Tonnes of CO2 per £m of revenue	207
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Measures taken to improve energy efficiency

The company has implemented the policies below for the purpose of increasing the businesses energy efficiency in the current reported financial year:

- Improved video conferencing availability and encouragement of its use;
- Reduced emissions & travel costs by reducing non-essential face to face meetings with customers & suppliers;
- Continuous renewal of its motor vehicle fleet to ensure they are using the most efficient combustion engines.