

## **Report of the Board of Directors of Buccaneer Intermediate Holdco Limited for the year ended 31 March 2021) (continued)**

### **Corporate Governance (continued)**

#### **Disabled Employees**

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

#### **Corporate Social Responsibility**

As an organisation, giving something back is important to us. Corporate social responsibility for the Group is made up of three key pillars: *education, charity and community.* The Group and our staff have been involved in several undertakings in the period contributing to these pillars.

#### **Health and Safety**

The Group has well developed health and safety policies and procedures, safeguarding employees, contractors and visitors.

#### **Modern Slavery Act – Transparency Requirements**

The group will not tolerate modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to ensure there is transparency in our own business and to tackle any modern slavery and human trafficking in our supply chain and expect the same standards from our suppliers and contractors. The group routinely monitors the performance, values and risks of its business partners to ensure that no slavery and forced labour takes place within its supply chain.

#### **Streamlined Energy and Carbon Reporting**

The following Streamlined Energy and Carbon Report (SECR) provides environmental impact information in accordance with the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013. This rule is applicable only to the Company's subsidiaries in the United Kingdom, therefore the table below presents only the output for the UK subsidiaries as at the end of fiscal year 31 March 2021.

|                                                                | <b>2021</b>       | <b>2020</b>       |
|----------------------------------------------------------------|-------------------|-------------------|
| UK energy use <sup>1</sup>                                     |                   |                   |
| kWh                                                            | <b>189,449</b>    | <b>395,601</b>    |
| Tonnes CO2 equivalent                                          | <b>40.2</b>       | <b>92.2</b>       |
| Electricity conversion factor Tonnes CO2e per kWh <sup>2</sup> | <b>0.00021233</b> | <b>0.00023314</b> |

<sup>1</sup>The methodology used was to take the consumption figures from actual billing from suppliers for electricity for each site in the UK.

<sup>2</sup>Associated greenhouse gas emissions have been calculated using conversion factors from the documents: Government GHG reporting conversion factors.

The Company takes seriously its responsibility to the environment, and is committed to minimising its impact on the environment.