

Sustainability report

April 2023–March 2024



Living and working sustainably with water

Our position as global leaders and independent experts in how to live and work sustainably with water has remained our focus during a year of significant change and transformation.

Sustainability is central to everything we do. In October 2023 we took the important step of signing up to the United Nations Global Compact (UNGC). This marks a significant moment in our sustainability journey. We will embrace the opportunities that this brings, and grow our understanding of the impact we have as an organisation, as we commit to abide by the UNGC's ten guiding principles centred around human rights, labour, environment and anti-corruption. We submitted our first Communication of Progress in July 2024, and will use this to drive progress over the coming years.

I remain hugely grateful to everyone involved in the progress delivered to make the business more sustainable. I never cease to be impressed by the breadth and depth of the work that we do and the extent of the positive impact we deliver for our clients and other stakeholders as we work together to deliver the UN Sustainable Development Goals by 2030.

Let's be realistic; 2030 is not that far away. With the new UK government's pledge to increase investment in renewable energy and deliver clean power by 2030, exciting times lie ahead as we work together to deliver real change over the next five years. I look forward to supporting HR Wallingford's global endeavours to achieve these goals.



Dr Alan Lowdon OBE
Chair, HR Wallingford Group



We are committed to growing and transforming our business in a sustainable way, so that it benefits our people and our planet and not just our profit margins.



Andy Brown

Joint Acting CEO (Commercial)

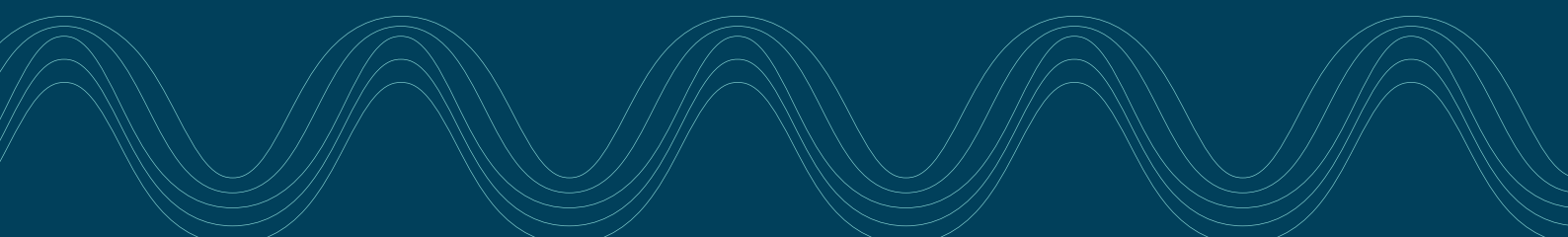


Sustainability is at the core of our strategy

Bringing together the shared ambitions of our people has been foremost in the development of our company strategy for the next five years. Our strategy has sustainability embedded throughout and, with the help of our sustainability team, we have developed a set of environmental, social and economic key performance indicators that will measure our success in

delivering our sustainability ambitions. We are committed to addressing the impacts that our operations have on people and the planet, and in an ethical way that includes a zero tolerance approach to corruption.

We look forward to implementing our strategy, driven by our dedicated and creative people.



“ When we launched our sustainability programme in 2022, we knew we were embarking on an exciting and important journey. But over this year we have grown our understanding of what this means for the business. ”

Ridha Bentiba
Joint Acting CEO (Operations)

Our 2024-2029 business strategy reflects the global drive to take urgent action on climate change, and puts the focus on accelerating our efforts across the following key areas.



Growth & resilience

Financial sustainability is key, and growth means we can increase investment in innovation, technology and facilities to deliver positive impact for our clients, reward our people, and meet our regulatory requirements.



Markets

We will grow our influence in all sectors where we can deliver sustainable solutions for our clients, and refocus our portfolio of services so we can grow our business as we continue to transition away from some legacy markets. We will increasingly align the work we do with the UN's Sustainable Development Goals (SDGs). We will explore opportunities for new offices and facilities in key geographic locations.



Research & innovation

We will lead innovation to transform how we live and work with water. We'll make a difference with breakthrough and incremental innovation, as well as with innovation in our everyday work and business practices. We will also co-fund external research where it adds value. We will align our research and innovation with the needs of the sectors we work in, and with the SDGs.



Attracting and retaining the very best people across our business is essential, so we need to ensure that working at HR Wallingford is a fulfilling and positive experience for everyone. We will create a dynamic and proactive environment, where everyone has access to continuous learning and professional development. We will foster a culture where innovation flourishes, collaboration is key, and our leaders inspire. We want our people to be engaged, motivated and proud of the impact we can deliver together.



We will focus on building facilities for the future. We will enhance our facilities across the globe to meeting future market needs, and continue to develop Howbery Park as a global centre for water-related science, engineering and technology.



We will ensure that we interact with people, the environment and the planet's resources responsibly, embedding sustainable practices and principles across all areas of our business. For example, we will ensure that we reduce our own carbon footprint, in line with a validated net-zero roadmap, become more climate resilient, and manage water use and waste across all our global sites.

About this report

This is HR Wallingford Group's second annual sustainability report; you can find our first report on our website. This report is published alongside HR Wallingford Group's annual financial statements, and covers the entire scope of the Group and our global operations, although some metrics have been refined to specific elements of the Group. This report has not been externally assured.

Please contact our sustainability team via info@hrwallingford.com if you have any questions about the report or reported information.





Our company

HR Wallingford is an independent leading centre for water-related science, engineering and technology.

As a not-for-profit organisation, we harness research, data insights and the power of our collective expertise to help the world better understand the changing influence and impact of water.

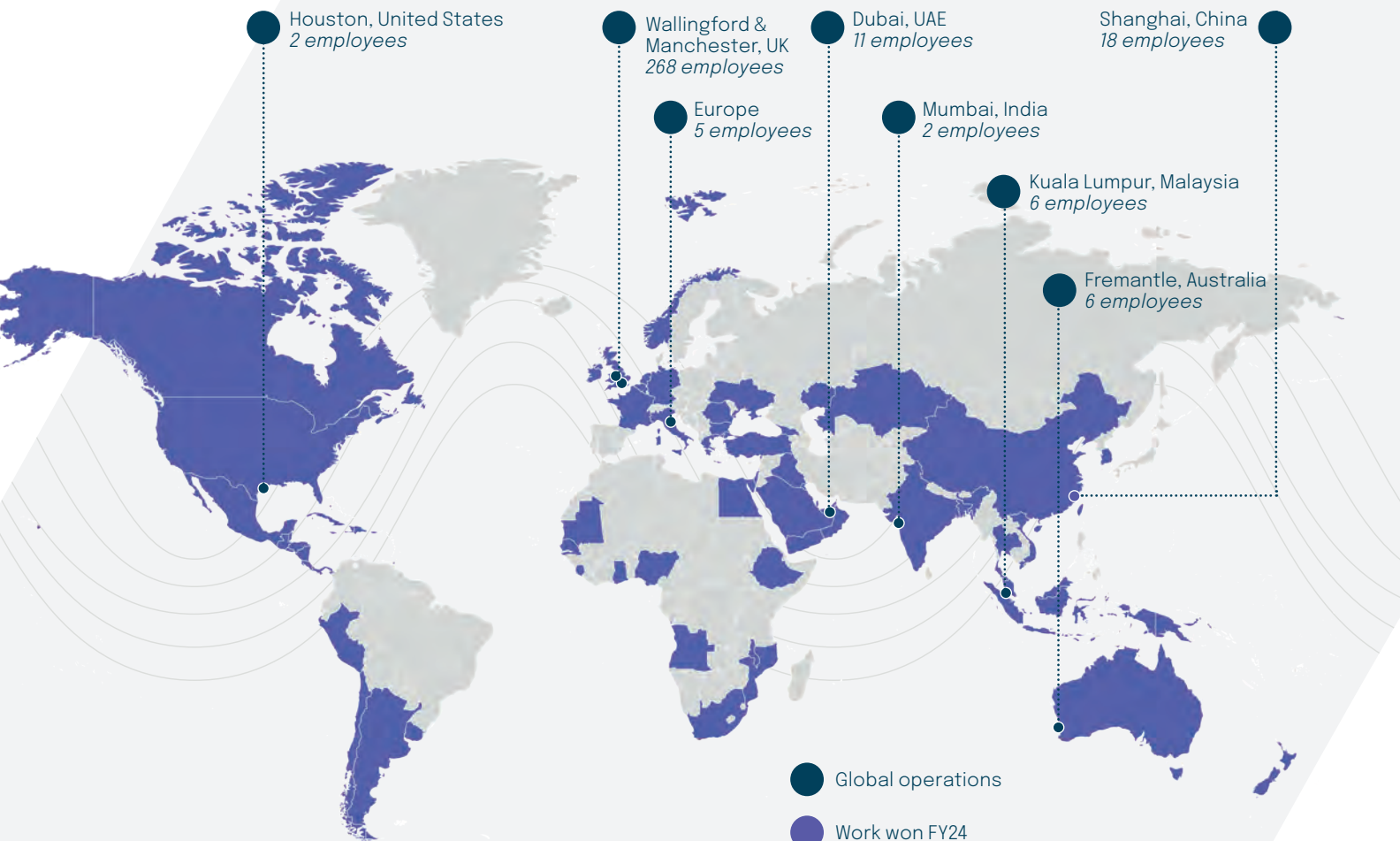
We have unique capabilities in science, technology and engineering. We work globally with infrastructure developers and operators, research bodies, governing authorities and decision makers at all levels.

Our vision is for a future where people live and work sustainably with water, balancing today's needs with tomorrow's challenges and opportunities in both the natural and built environments. We design smart, resilient solutions to help everyone live and work more sustainably with water.

Our head office is based at Howbery Park, Wallingford, UK. The business park is owned and operated by Howbery Park Estates, which is a subsidiary of HR Wallingford Group. HR Wallingford operates an additional seven offices across six countries.

Our business has five distinct areas:

- **Consultancy** Expert solutions for water-related challenges
- **Research** Building new knowledge and technology to move our expertise forward
- **Manufacturing** Equipment and technology for marine, coastal and hydrodynamic research facilities
- **Software** Technology to help manage water-related infrastructure
- **Property** Sustainable operation of Howbery Park, our UK headquarters, as a business park.



We deliver work across the world, reaching 62 countries in FY24. A lot of this work is in countries that are in the lower income groups or that have a low human development index. We are committed to transferring our research, knowledge, and expertise to those in the Global South, with the aim of reducing global inequalities.



Our sustainability team

“ My ambitions for the business have only grown over this year as I have seen first-hand the difference we can make. ”

Ian Cruickshank
Director for Sustainability

“ Working collaboratively with my colleagues has been key to understanding the true sustainability of our business. ”

Liam Carter
Sustainability Officer



Our sustainability team supports the business in delivering its sustainability ambitions. This includes delivering our sustainability programme and working with others across the business. Many elements of the sustainability programme are critical enablers for our company strategy.

For the first time this year we included questions related to sustainability in our employee engagement survey. Our people tell us that we are making progress, but we need to do more to embed sustainability into our business practices. This will be a particular area of focus for the team in the coming year.



Sustainability score

Our employees gave us a score of 6.9/10 for sustainability.

This is based on a 75% employee survey participation rate.

“ Creating positive change at HR Wallingford has been highly rewarding. But I know we still have a long way to go and I look forward to the challenge. ”

Helen Udale-Clarke
Sustainability Programme Manager



Sustainability snapshots

► SEUSS – satellite-enhanced under water sound system

As part of a European Space Agency funded project on underwater noise, we are integrating satellite-derived weather and ship position data into our underwater noise model. This will significantly improve the way we interpret the impact of noise on marine life, and help to ensure appropriate mitigation measures are put in place to protect these habitats during marine developments.



◀ Identifying offshore storage areas for floating offshore wind

We are supporting the UK's floating wind industry by identifying offshore storage areas for wind turbines awaiting installation in the Celtic Sea and UK North (Scotwind/INTOG (Innovation and Targeted Oil and Gas)). The TS-Flow Joint Industry Partnership brings together developers, port authorities, installers and others working in the Celtic Sea, and aims to deliver fully developed, independent, temporary wet storage sites in the Celtic Sea and UK North (Scotwind/INTOG) leasing zones.



Decarbonising the desalination industry

Our work to support the integration of clean energy into the water power and desalination industry across the Middle East is helping the industry to convert to more sustainable forms of energy and reduce carbon emissions. One project alone will mitigate - every year - the impact of 45 million tons of carbon dioxide emissions and 22 million barrels of light crude oil. To put this in context, this is over 10,000 times HR Wallingford's emissions on one project alone.



▼ New national centre will help plug leaks in the UK's water network

A consortium of HR Wallingford, Northumbrian Water, and WRc has been awarded £5.3 million from the Ofwat Innovation fund to develop and run a new National Leakage Research and Test Centre at Howbery Park. The mock-up of a District Meter Area will allow water companies and innovators to develop and test new methods to find and repair leaks in a risk free environment.



Progress on our commitments

We have seven commitments that align with the UN Sustainable Development Goals (SDGs) and support the delivery of our company strategy.

Research strategy with sustainability at its core

As research and innovation are fundamental to our business, the research strategy is now an integral part of our company strategy and is aligned with our business needs and the SDGs. Over the coming year, we will be exploring how we can maximise the positive impact of our research, development and innovation activities.

Dedicated climate change services

We already deliver a wide and growing range of climate change services. As part of our company strategy, we are committed to re-evaluating the positive impact of our services to better reflect the needs of our clients and wider stakeholders and to maximise our contribution to the SDGs.



A man with a beard, wearing a dark blue jacket and a bright yellow high-visibility safety vest, is focused on working on a mechanical component. He is holding a tool and adjusting a part of a machine. The background is a blurred industrial setting with green and grey structures.

Leadership programme

Our approach to skills and career development across our business focuses on nurturing a responsible culture that promotes sustainable behaviours and gives all our people the opportunity to help us reach our goals. This is being mirrored in our leadership development programme which will develop our current and future leaders so that they are driven by our purpose and values.

Sustainability management framework

We have worked hard over this year to embed best practice into our reporting, including the development of a new set of company KPIs aimed at driving forward the company strategy on the basis of social, environmental and economic metrics. Some of these metrics are included in

this report. Others will appear next year. Our commitment to the UNGC, which includes an annual Communication of Progress, also enables us to continually improve our delivery of the UNGC's guiding principles centred around human rights, labour, environment and anti-corruption.

Net-zero commitments

We are committed to developing a validated net-zero roadmap to deliver net-zero operations and a net-zero Howbery Park in advance of the UK Government's 2050 target and this is now hard-wired into our company strategy. Now that we have a better understanding of our emissions, we will be working on our decarbonisation plan and net-zero roadmap over the coming year.

Developing our site

Howbery Park provides multiple opportunities for delivering positive impact for our tenants, the community and the environment, as well as providing world-class facilities for water-related science, engineering and technology. As set out in our company strategy, the future development of our site will be on the basis of showcasing sustainable practices, including delivering our net-zero ambitions and protecting the environment.

Great place to work

Our people are at the centre of our company strategy. Our objective is to create a more diverse, equitable and inclusive workforce, where everyone feels valued. To achieve this we are currently pursuing certification as a Living Wage Employer, and we will continue to evaluate additional actions that aim to continuously improve how our company interacts and is perceived by its employees.

Our 7 commitments	Early stages	Making steady progress	Well advanced
Research strategy with sustainability at its core			●
Dedicated climate change services	●		
Leadership programme	●		
Sustainability management framework			●
Net-zero commitment		●	
Developing our site	●		
Great place to work		●	

Our material issues

We conducted our first materiality assessment in 2021. This enabled us to identify four focus areas, each with a number of initiatives to deliver change that became our sustainability programme. The following remain our priority, as they align closely with our company strategy.

We are planning to conduct a double materiality assessment at the end of FY25 as we near completion of our current sustainability programme, which will reflect stakeholder feedback. We will use the findings to form the basis of our next phase of sustainability initiatives.

Building solid foundations

- Stakeholder engagement
- Corporate governance
- Ethics, human rights and business compliance
- Purpose, brand and culture

Developing our people

- Learning and development
- Health, safety and wellbeing
- Equity, diversity and inclusion

Managing innovation for impact

- Sustainable industry collaboration
- Research and innovation
- Products and services
- Community impact

Driving operational excellence

- Energy and emissions
- Site management
- Biodiversity and habitat creation
- Sustainable procurement
- Resource management and circularity
- Cyber security and data protection

Stakeholder engagement

Feedback from our stakeholders was instrumental in determining our material issues. Understanding our stakeholders' needs will be critical for ensuring the success of our company strategy. Therefore integrating stakeholder engagement into the governance of HR Wallingford remains a priority.

We are increasingly hearing from our stakeholders that they share our sustainability ambitions and they recognise the many

challenges we face in delivering these. Dialogue and support will be key in meeting the needs of our stakeholders, which is why we have identified the need to expand our engagement in the coming year.

From a service delivery perspective, we continue to perform well compared to our competitors. The people we work for are often our greatest advocates. We aim to be trusted partners, who go that extra mile in giving a top quality service.



Customer satisfaction

This year our customer satisfaction score is 1.92 compared to 1.85 last year, where 1 is the best possible score.



Corporate governance

We are committed to having a strong, accountable and sustainable governance structure that enables the delivery of our company strategy.

Our Staff Council plays a vital role in ensuring our people have a say in our strategic decision-making, through its mandate for meaningful discussion and engagement at Board level.

We strive for continual improvement in our governance and plan to move forward through constructive and inclusive dialogue and co-operation.

We delivered a governance workshop to Board and Staff Council members in July 2023. The half-day workshop reaffirmed a common understanding of the legal framework, roles and responsibilities for all attendees.

Over the coming year we will strengthen our sense of purpose and direction for the organisation, driven by employee

engagement, loyal clients and customers, innovation and our readiness for change.

As a participant of the UNGC, we are committed to aligning our strategy, plans and operations with universal principles of human rights, labour, the environment and anti-corruption.

Our Joint Negotiating and Consultative Committee, Diversity & Inclusion Group and Environmental Working Group provide multiple avenues for our people to contribute to the progress we are making as a company.

In March 2024 we set in place our sustainability policy, which outlines our company commitment to promote and uphold sustainability in all we do. This sits alongside our Integrated Management System.

It's important for us to be aware of the way our work impacts the environment and the health, safety and welfare of our



people, and anyone else affected by our activities. Our head office in Wallingford operates under an Integrated Management System (IMS) combining the requirements of ISO 9001:2015 Quality Management, ISO 45001:2018 Health and Safety Management, and ISO 14001:2015 Environmental Management Systems. This year work has begun to extend the scope of our ISO accredited management systems to include our Manchester office (Health and Safety, and Quality), and our offices in Dubai (Quality) and in Fremantle (Quality).



Sustainability related certification

Our level of sustainability related certification remains unchanged from last year. We operate under an Integrated Management System (IMS) combining the requirements of ISO 9001:2015 Quality Management, ISO 45001:2018 Occupational Health and Safety Management and ISO 14001:2015 Environmental Management Systems.

Ethics, human rights and business compliance



“ I have enjoyed helping to develop and implement the company's compliance framework and contracting strategy. The people here are incredibly talented and it is a joy to be part of such a niche and diverse offering. ”

Arooj Butt
Head of Legal

Honesty, integrity and fairness are fundamental to our business, and we expect the same from our clients, funders and suppliers.

Our policies on:

- ethics and anti-corruption
- fraud prevention, detection and anti-money-laundering
- modern slavery and human trafficking
- whistleblowing, and
- sanctions

are on our website. These are also communicated to all employees via the company intranet and all new joiners are introduced to these at induction. We continue to review our policies and procedures and have put in place plans to update and expand these to strengthen our application of the UNGC's ten guiding principles.

Our learning and development programme includes training and refresher courses in these subjects, including mandatory training to all employees where appropriate.

Our direct operations currently carry minimal risk regarding child labour, forced labour, and discrimination against indigenous peoples. However, we are taking steps to improve the management of our value chain so that we can improve the monitoring of these risks within our sphere of influence.

We also rigorously monitor compliance obligations of international trade and have in place measures to ensure we deliver on these obligations.



Misconduct

One issue of misconduct was raised this year. This was investigated, but did not result in any disciplinary action.



Human rights

There have been no reported human rights violations this year.

Purpose, brand and culture

Our purpose is to shape a future where people live and work sustainably with water.

Our culture is key to our future success and we are committed to ensuring that our company strategy and our culture combine to deliver our purpose. Therefore, this year we commissioned a specialist consultant to carry out an audit of our culture. This has given us insight into our shared beliefs, how these help and hinder us, plus how we might go about modifying our beliefs and behaviours to support a sustainability culture.

Our Spotlight Awards each year celebrate the creativity, ingenuity, collaboration and positivity of our people.

Our most recent employee engagement survey was completed in April 2024. We have included the results in this report on the basis that it reflects our performance in FY24. The survey covered four areas: engagement, diversity and inclusion, health and wellbeing, and sustainability.

Based on the feedback received, we have identified three key areas for improvement: equipment, organisational fit, career path.

We have seen the most significant improvements since our last survey in goal-setting, meaningful work and peer relationships.

“ Aligning our culture with our brand purpose is key. We have to back up what we say with what we do and how we do it. ”

Jackie Harrop
Marketing Manager





7.7

employee
satisfaction
score

Employee satisfaction

We are maintaining a 'good' level of employee engagement, but 7.7/10 is slightly lower than last year. This is 0.3 below the professional services benchmark for 2024. However, we had a 75% participation rate, which is a 3% increase on 2023.

21.5%

employee
turnover

Employee turnover

Our employee turnover this year is 21.5%, a significant increase from last year's rate of 12.2%. This has affected all parts of the business and reflects the challenging conditions across the UK engineering sectors. For comparison, the average turnover for the UK professional, scientific, and technical sectors is over 23.5%.

9.6

average tenure
(years)

Average tenure

Our people stay with us on average for 9.6 years, which reflects their long-standing loyalty. We are aiming to grow our workforce to deliver on our strategic goals; providing us with an opportunity to increase our diversity and stimulate innovation.

Learning and development

Our focus for learning and development (L&D) this year was on employee health and wellbeing; delivery and business skills; line management capability; and technical excellence and knowledge management. We provided workshops and webinars on topics such as emotional resilience, client management, leading innovation and change, and technical report writing.

We continue to help our employees across all areas of our business to achieve professional accreditation, from apprenticeships through to chartered and fellow membership of professional associations. Our people are affiliated with or members of 41 professional organisations.

As part of our sustainability programme, we completed a culture audit in summer FY24. The outcome of this audit has helped us to prioritise our L&D activities this year, and provides additional focus for our FY25 L&D programme.

We recognise that sustainability leadership is needed throughout the business, and this is embedded within our L&D plan. We are developing a leadership programme to be launched in FY25, with the aim of identifying, supporting and creating the enabling environment for our leaders of the future.

We introduced an eLearning platform in March 2024 which has enabled us to

“ We say it often, but our people really are our greatest asset. We are committed to providing everyone with the opportunity to grow and feel valued. ”

Mike Dearnaley
Director of Science and Skills Development

“ It’s great to see that sustainability is core to our company strategy and that it now underpins our L&D provision. ”

Claire Madle

Learning and Development Manager



12.5%

promotion
rate

Promotions

Our employee promotion* rate is 12.5% this year.

**Reranks based on our own role ranking system*

1037

apprenticeship
days

Apprenticeship days

The total number of apprenticeship days this year has been 1,037.

42%

career
conversations

Career conversations

Only 42% of our employees recorded having a career conversation this year. This is significantly below our target of 100%.

9.6

average
training hours

Training

The average number of hours of formal training per employee is 9.6 hours this year. We are using this as a baseline for improvement over the next financial year, targeting a 25% increase.

administer mandatory training to employees such as cyber security and phishing. We have also selected optional topics which provide broader learning opportunities, for example sustainability and climate change, and positive mental health at work. The introduction of this platform makes learning opportunities more accessible for all employees, regardless of location.

In FY25 we will be issuing further mandatory and optional courses including: preventing bribery in business; equity, diversity and inclusion; and thinking creatively.

The future of our business is dependent on providing our people with the learning and development that they want and need. Our company strategy is committed to embedding professional growth into our culture.

Health, safety and wellbeing

Morally and legally it is crucial that we safeguard the health, wellbeing, and welfare of our employees and others who might be impacted by our operations.

We are committed to preventing work-related injuries and ill health by continually improving our occupational health and safety (OHS) management and performance. Our OHS management system is certified to ISO 45001:2018, and we ensure that this policy is borne out in practice. The scope of our OHS management system currently covers our UK operations.

We provide employees with access to an occupational health professional to help them stay in work, or to return to work, after experiencing physical and mental health challenges. This year, we have introduced further health benefits to provide UK employees with financial support for routine eye and dental care, and for physiotherapy.



Accident frequency

At 1.64, our accident frequency rate has significantly reduced from 2.87 last year.

Total accidents divided by total employee hours worked.



Employee absenteeism


Our absenteeism rate has dropped to 1.8% compared with 2.1% last year.



Employee health and wellbeing

Our health and wellbeing score is 7.5/10 this year, down 0.3 compared to last year.

This is based on a 75% employee survey participation rate.

A photograph of two men at a construction site. The man in the foreground is middle-aged, has glasses, and a light beard. He is wearing a light blue button-down shirt under a high-visibility yellow safety vest. The vest has a logo on the left chest that consists of a stylized 'h' and 'w' followed by the text 'hrwallingford'. He is looking slightly to his right. Behind him, another man is partially visible, also wearing a high-visibility vest and looking down. The background is a blurred construction site with some structural elements.

Our 'stress at work' policy sets out several measures to support employees, including the Health and Safety Executive stress risk assessment toolkit, an employee assistance programme, individual counselling and a Wellbeing Hub on the company intranet with a range of supporting information. Our Mental Health First Aiders also provide immediate and confidential support to individuals and run awareness-raising campaigns and activities.

Our near miss and incident reporting system, together with our excellent health and safety culture, continues to help us identify opportunities to improve our health and safety practices and performance. We know we need to bolster our health and safety training programme next year for project managers, along with refresher training for key employees with health and safety responsibilities.

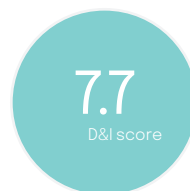
Equity, diversity and inclusion

We are committed to improving the equity, diversity and inclusion experienced by our people, which is why this is a key element of our company strategy. As we grow and evolve our business, it is vital that we simultaneously embed positive change.

Our Diversity and Inclusion (D&I) Group has reviewed our D&I action plan and this will be updated for FY25 to reflect our most recent employee feedback, as well as our company strategy. Our action plan follows the WISE (Women in Science and Engineering) ten steps framework and applies the National Centre for Diversity FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) principles. It also includes the recommendations from the Diversity Trust audit completed in 2022. The action plan will form part of the implementation plan for our company strategy. We will also grow our D&I Group to explore new perspectives and fresh ideas, as well as more capacity to focus on delivering the action plan.

We provide a range of training opportunities related to supporting diversity and inclusion. In the coming year, all line managers will be required to complete unconscious bias training, and this training will also be available for everyone.

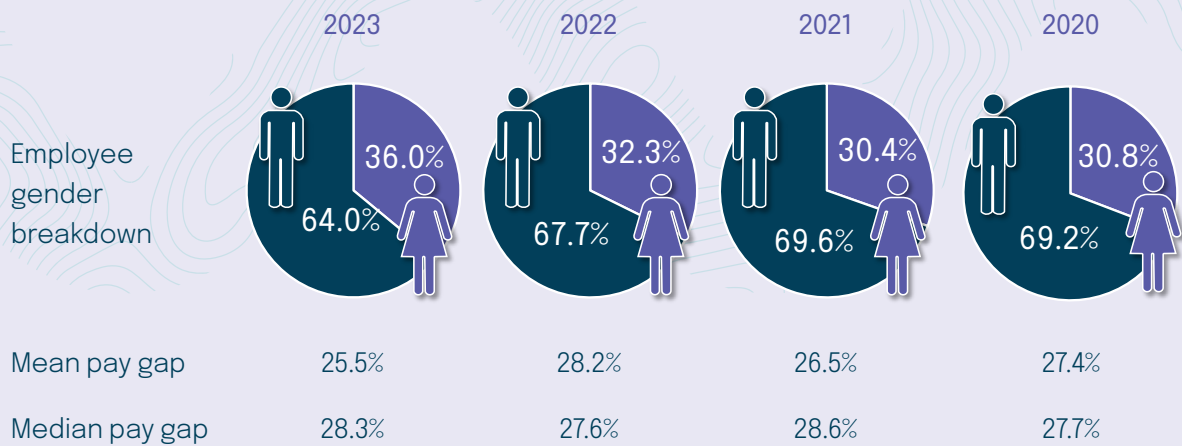
Our gender composition and pay gap continue to be a crucial area requiring attention. Although we have increased the proportion of women in our company by 5%, our gender pay gap has gone both up (median) and down (mean) this year, which remains unacceptable and we must do more to address this.



Equity, diversity and inclusion

Our diversity and inclusion score has dropped to 7.7/10 compared to 8.0 last year.

This is based on a 75% employee survey participation rate.



Gender pay gap 2020-2023

36%

female
employees

Female employees and manager

This year 36% of our employees are female compared to 31% last year. 26% of our managers are female compared to 25% last year.

28

nationalities

Employee nationalities

We employ 28 different nationalities across HR Wallingford Group Limited.

Sustainable industry collaboration

Our head office at Howbery Park has one of the world's largest physical modelling facilities and is close to several research organisations, clients, regional and local offices of government agencies, academic institutions, plus non-governmental organisations. This makes us a natural place to bring people together.

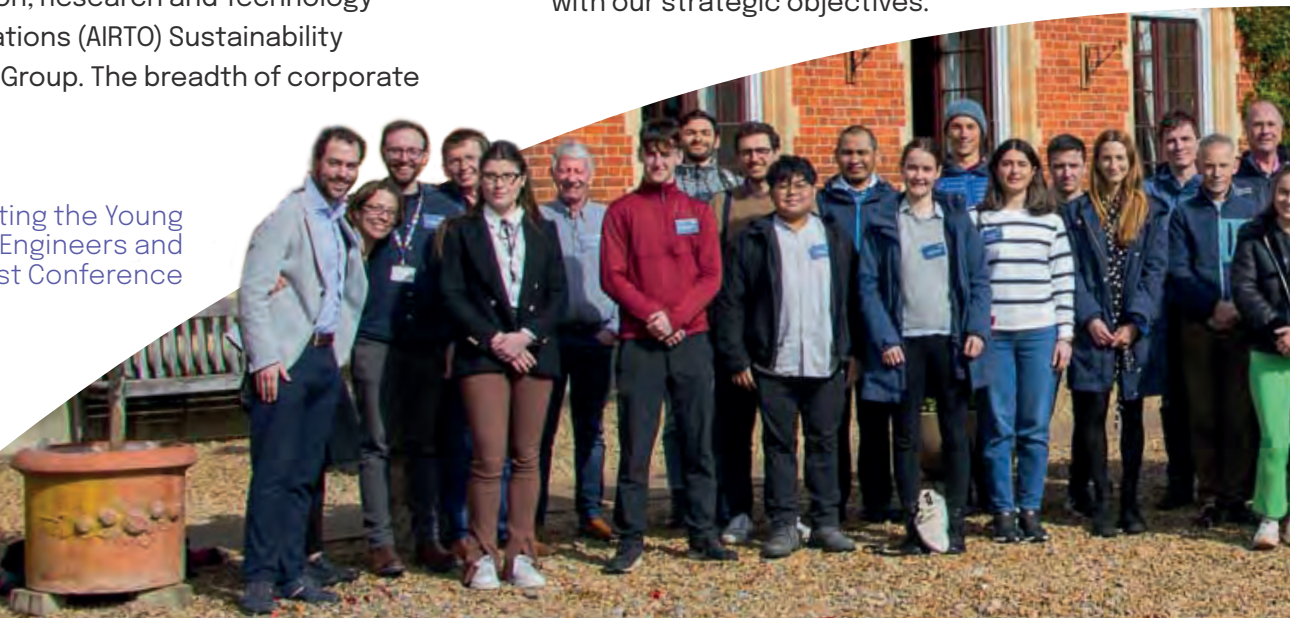
We actively engage with relevant industry organisations, and contribute to collaboration and knowledge transfer. This includes chairing relevant interest groups, such as the Association of Innovation, Research and Technology Organisations (AIRTO) Sustainability Interest Group. The breadth of corporate

memberships demonstrates the variety of our technical expertise and our commitment to furthering the industries we work in.

In FY25 we will be rolling out an internal process that acts as a framework for engagement with our clients. This process identifies bids and opportunities with:

- high potential for positive sustainable collaboration that can be championed;
- high potential for negative environmental and social impacts and high reputational risk, which are, therefore, not in line with our strategic objectives.

Hosting the Young
Coastal Engineers and
Scientist Conference



“ Working with others remains key to fulfilling our purpose of living and working sustainably with water. This is why seeking partnerships like bringing the National Leakage Research and Test Centre to Howbery Park is a core part of our business. ”

Andrew Brown
Joint Acting CEO (Commercial)

38%

alignment with purpose

Tenants with businesses that align with our purpose

At Howbery Park, 38% of our tenants have businesses that align with water-related science, engineering and technology.

17

affiliated organisations

Number of affiliated organisations

HR Wallingford is actively engaged with 17 industry associations.

483

contributed hours

Engagements with external organisations and technical working groups

Our people contributed 483 hours of formal, active support to external organisations and technical working groups aligned with our purpose.



Research and innovation

We harness science to create new knowledge, and our reputation as people who can solve the difficult problems is well founded. We need to continue to innovate so that we can find sustainable solutions to the challenges facing the global community.

Research, development and innovation (RD&I) are at the heart of our business. Our consultancy, manufacturing and software are underpinned by our RD&I. Research, whether it is externally or internally funded, creates the new knowledge and tools that we will apply in the future. Partnering with others in our research, through funding and/or collaboration, aids our

delivery. We disseminate our research through publication, participation in conferences and through participation within working groups and committees of industrial organisations. We share these papers on our [ePrints website](#).

Our RD&I will be closely aligned with SDGs and our market sectors and our planned growth in those sectors. We will invest in RD&I in the sectors where we see the largest potential for growth and where we have existing high levels of work. We will seek to develop skills and learning for our people through our RD&I programme.



20

peer reviewed
papers

Number of publications

Our people published 20 peer reviewed academic papers this year, and presented 34 papers and posters at conferences.

A team of young engineers took part in the UNGC's SDG Innovation Accelerator Programme for 2024.



We participate in three types of activity in delivering our research and development:

- As a UK Section 469 qualifying company, we reinvest our profits into a programme of qualifying research through internal funding.
- As a research organisation we also pursue external funds for our research, where necessary we contribute additional internal funding to deliver this research.
- Across all our technical activities we fund a programme of development and maintenance to ensure that our research and consultancy and our equipment manufacture and software sales are leading edge.

Through our activities we innovate. Our innovation leads to improvements in how we deliver the things we do and how our industry operates.

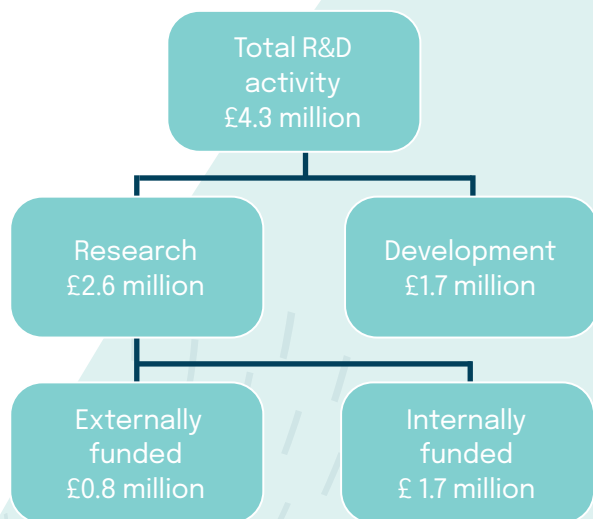
Our five year strategy sees us move from present levels of spend of £4.5 million to FY29 with a planned spend of £8 million

on RD&I. Our strategy also sees us focus on developing skills and delivering impact through innovation. Through our RD&I and L&D programmes, we plan to double our spend each year on driving innovation, until we are spending £1 million each year. This includes supporting four of our young engineers to take part in the UNGC's SDG Innovation Accelerator Programme for 2024. We look forward to reporting on the solution developed by the team in next year's report. Another example is our successful participation in the Manchester Prize. We have also been successful in winning OFWAT funding for innovation which we will report on in next year's report.



SDG-linked research

£1.1 million of the research we have undertaken this year (either internally or externally funded) contributed to the SDGs.



Company R&D activity

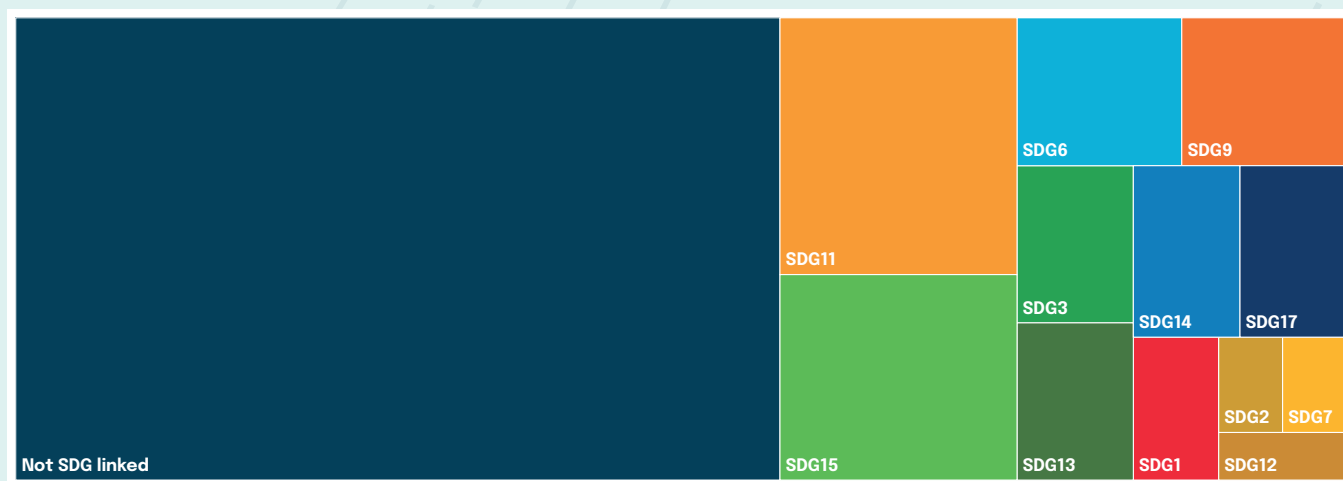
Our total research activity this year was £2.6m compared to £2.7m in FY23.

Our total investment into technical development this year has been £1.7m compared to £2.0m in FY23.

Our total externally funded research activity this year has been £0.8m compared to £0.9m in FY23.

Our total investment in R&D activity this year has been £4.3m compared to £4.7m in FY23.

▼ Proportion of FY24 R&D spend aligned with UN SDGs



Products and services

Ensuring alignment of our products and services to the SDGs is a key ambition in our company strategy and the best way to demonstrate that we are fulfilling our purpose. Increasingly, there is also an expectation from our stakeholders that our work has a positive impact.

“The positive impact that we have on the environmental performance of our client’s projects is so much more than the impact of our own operations. But we must apply the same principles to our own business.”

Ian Cruickshank
Director for Engineering and Sustainability

We already estimate that the majority of our projects either (a) have the specific intention of contributing to or (b) generate benefits that will support one or more SDGs. In the coming year, we will be tracking the SDGs that link to new contracts we sign up, so that we can see more clearly how well we are doing and to work together towards growing this contribution year-on-year.

Our latest analysis shows that we frequently contribute to 13 out of the 17 SDGs, with the most significant positive impacts being related to the SDGs highlighted in the graphic opposite.



SDG 13

Climate action
e.g. hazard mapping,
risk assessment
and adaptation



SDG 11

Sustainable cities and
communities
e.g. river and coastal protection,
forecasting and warning systems



SDG 9

Industry, innovation and
infrastructure
e.g. clean energy, ports and
marine sustainability



SDG 6

Clean water and
sanitation
e.g. water scarcity and
pollution prevention



Sustainability snapshots



▲ Preparing Europe for mosquito-borne diseases

Increasing numbers of mosquito-related cases are being reported from European countries. As part a Horizon-funded project - E4Warning - we are helping to develop a state of the art disease warning system to prepare Europe for mosquito-borne disease outbreaks. The consortium will deliver better disease intelligence capable of anticipating and identifying mosquito-borne diseases epidemic risk and outbreaks.



Sea keeping and manoeuvring basin for greener shipping

We've been awarded a multi-year project to design specialist equipment for a sea keeping and manoeuvring basin for the Norwegian Centre for Ocean Technology.

This huge basin will be part of the planned multi-building facility in Trondheim that aims to support Norwegian ocean industries becoming greener. To support research measurements, we will be supplying and commissioning the multi-motion carriage that sits over the basin. We will also be supplying and commissioning the wave generation system, along with a wave absorption system.

Drought forecasting helps St Kitts adapt to reduced rainfall

Rainfall is the sole source of drinking water in St Kitts and Nevis, so changes in weather caused by climate change are having a big effect on the water supply. The Caribbean nation is experiencing reduced water for households and agriculture because of significant rainfall variability, including seeing the driest ever rainy season in 2023.

To help the country build resilience, HR Wallingford has designed a drought-forecasting system, which will enable local authorities to take action ahead of droughts, and ensure communities have access to the water they need for their health and livelihoods.



▼ Climate resilience for ports on the Caspian Sea

The Caspian Sea is the largest enclosed body of water in the world. Since the mid-1990s, water levels in the Caspian have decreased by around two metres. We are delivering a World Bank funded project to improve the resilience of Caspian Sea-based port infrastructure and shipping to climate-related risks and disasters.



Ships cannot be fully loaded at the Port of Aktau, due to reduced water depths in the Caspian. This impacts the port's efficiency.

Community impact

88

STEM hours

STEM commitments

Our STEM ambassadors have delivered 88 hours of formal STEM commitments this year to local schools and colleges.

82

engagement
hours

External engagement

Our people have also delivered 81.5 hours of face to face engagement with community groups and professional associations like U3A and ICE.

£17.4k

donated

Corporate charities

We raised £17.4K for our corporate charities in 2023. These were the Anthony Nolan Trust and Autism Family Support.

We host a vast array of events at Howbery Park, with representatives from professional institutions, UK universities, UK and overseas government bodies, local schools, local community groups (e.g. U3A). We also run very popular activities, such as wildlife walks and talks and our family tree trail, that are open to our tenants, neighbouring businesses and the general public.

We take our responsibility of inspiring and supporting the next generation of Science, Technology, Engineering, and Mathematics (STEM) professionals seriously. We have many STEM Ambassadors and welcome students looking for work experience placements or internships with us.

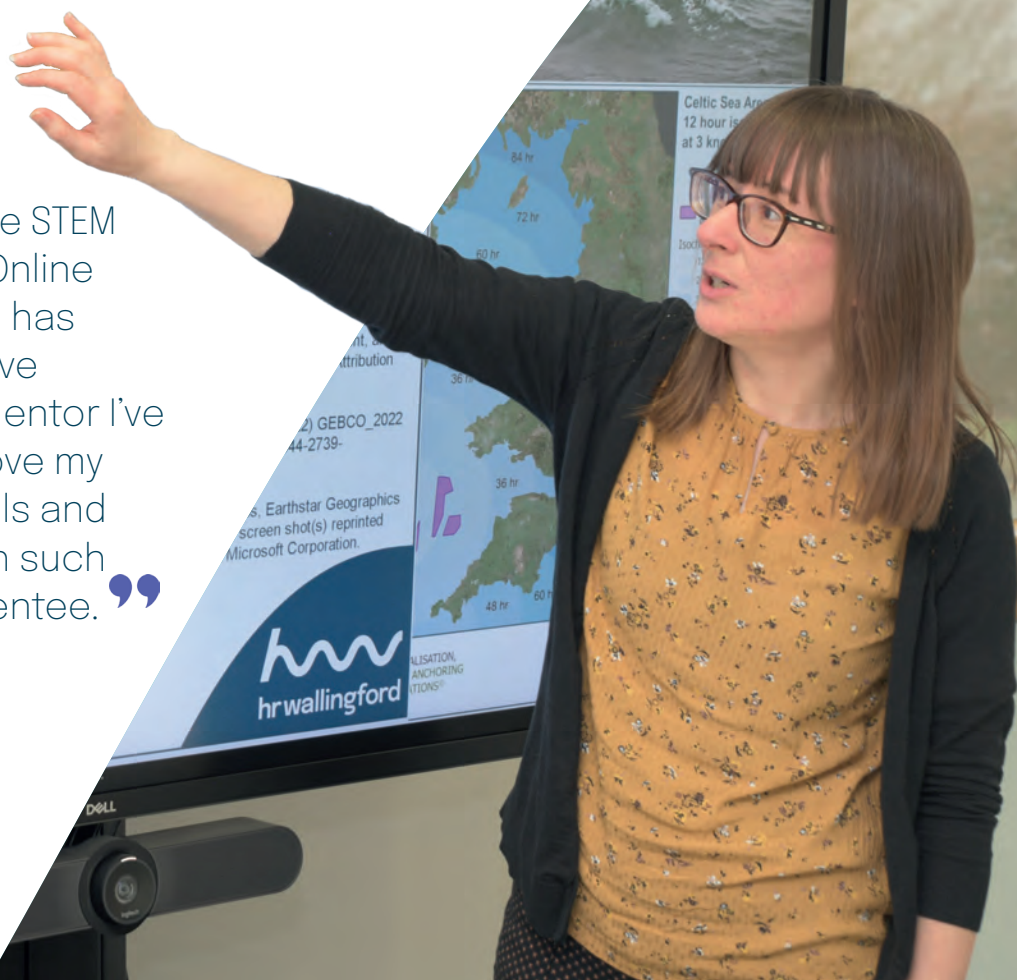
There is no significant risk posed to our local communities through our operations, so our opportunity here is to maximise the benefits we can provide for these stakeholders. We will expand on this engagement in the near future as we develop our social impact programmes.

“ I really enjoy taking questions from the next generation of environmental professionals and talking about the interesting work we do at HR Wallingford. ”

George Woolhouse
Principle Scientist

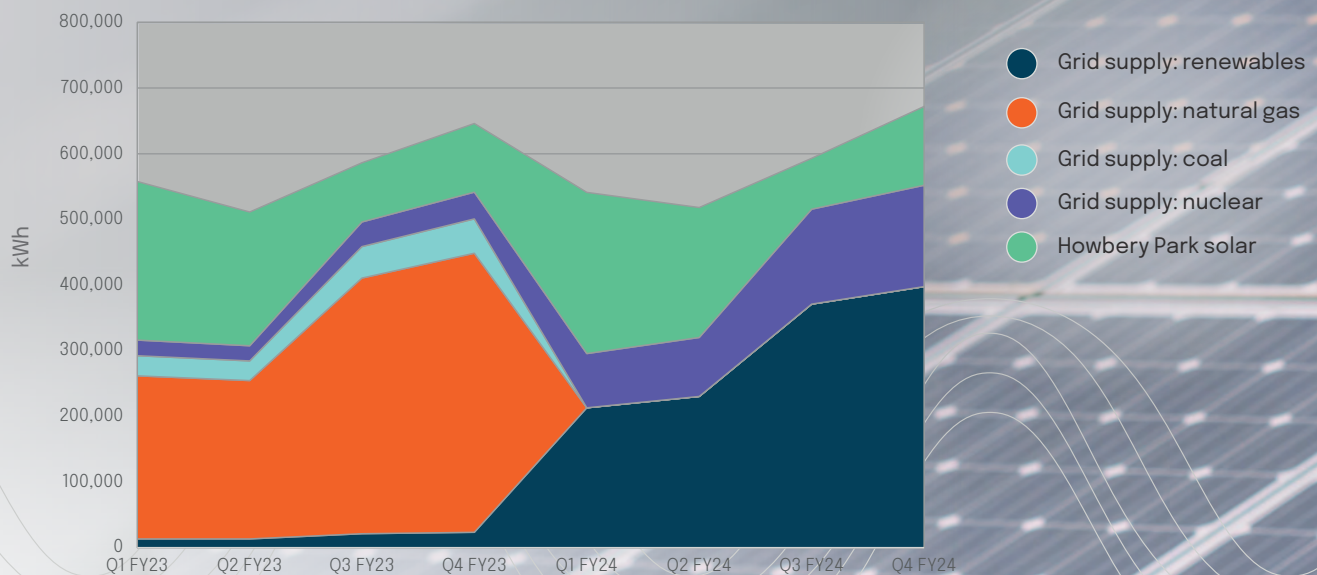
“ Volunteering for the STEM Learning National Online Mentoring Scheme has been such a positive experience. As a mentor I've been able to improve my active listening skills and I loved working with such an enthusiastic mentee. ”


Jane Mauz
Principle Scientist and
STEM Ambassador



Energy and emissions

We continue to use on-site renewable energy, with a direct supply link to the solar park on Howbery Park. This year it provided 28% of all electricity used at Howbery Park, up 2% from FY23. We also began to use a zero carbon tariff for our mains electricity supply, both at Howbery Park and Manchester and the effects of this can be seen in our electricity fuel mix. This means that on a market-based basis, we have reduced our scope 2 emissions this year from 747 tCO₂e to zero. Despite this, we remain committed to target-setting using location-based emissions accounting, as we believe this encourages a more direct contribution to the decarbonisation of the grid and to becoming net zero in our operations.



A photograph of two men in high-visibility vests standing in front of a large array of solar panels. The man on the left is gesturing with his hand while talking to the man on the right. The background shows more solar panels and some trees.

56%
renewable
energy

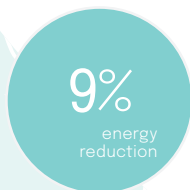
Energy from renewables

56% of the energy we consumed in the UK this year was from renewable sources. This is up from 19% last year.

[ges](#)

This year we have significantly increased the coverage of our business travel accounting, which has resulted in a significant increase in emissions to 338 tCO₂e, up 50% from 225 tCO₂e in FY23. We have included the optional disclosure of hotel stays in this total given the large role that overseas travel plays in the delivery of our products and services. Business travel was already a significant contributor to our scope 3 emissions and a target area for future reductions, but in light of this change we will introduce new sustainable business travel guidelines at the start of FY25.

FY24 also marked the second year of our commuting and working from home survey. At a response rate of 72% (up from 44%), our estimated emissions have fallen 23% to 248 tCO₂e. The majority of this decrease will be because the higher response rate has improved the accuracy of our estimations.



Energy consumption

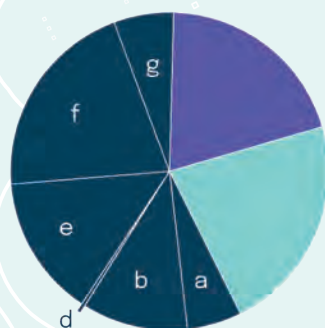
Our total global energy consumption for this year is 3,517 MWh, down 9% from last year.

For the first time this year, we have also completed a full supply chain carbon analysis. The majority of this has been done on a spend-based level. However there are certain elements of our supply chain where we have more accurate data (for example our wood, clothing, and food consumption) from which we have completed activity-based estimates. In total, our supply chain accounts for approximately 70% of our emissions at over 2,000 tCO₂e, and we expect this to change a lot over the coming years as we improve our reporting. This, along with other changes to our accounting, has seen a drastic change to our scope 3 and thereby our entire GHG footprint.

We will be setting FY23's data as our baseline for scopes 1 and 2, and our FY24 data as baseline for scope 3. We are confident that we currently account for the vast majority of our scope 3 emissions, and any changes to methodology or gaps that are closed in the future will trigger a review as to whether we recalculate the baseline in line with the GHG Protocol and SBTi.

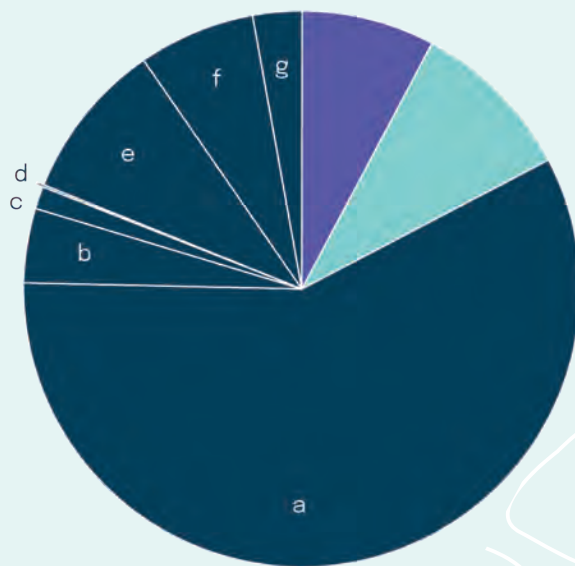
In FY25 we will finalise our decarbonisation plan while formalising our net zero commitment.

Understanding our emissions



FY2023

Emissions
tCO₂e



FY2024

Emissions
tCO₂e

All scopes	1,552	3,646
Scope 1	302	282
Scope 2	346	349
Scope 3	904	3,015
a Supply chain	87	2,115
b Fuel & energy	168	158
c Transportation & distribution	-	47
d Waste from operations	6	5
e Business travel	225	338
f Employee commuting	322	248
g Upstream leased assets	95	104

Site management

For the first time this year we carried out a tenants' survey in order to engage with the tenants at Howbery Park and better understand how they believe we are performing. We received a 53% response rate from a base of 53 tenants, providing a high tenant satisfaction score of 4.4 out of 5. This score was based on: park management, green spaces, inclusivity, health, safety and security, working environment, accessibility, facilities, food & drink, sports & social opportunities, partnership opportunities.

At Howbery Park we are currently operating at 93% occupancy (up from 89% in FY23). Around 68% of our floor space currently has an EPC rating of C or above. We intend to improve the EPC rating of the remaining 32% by 2028 in line with proposed government regulations. This will be a critical component of our decarbonisation plan as infrastructure improvements will greatly increase our on-site energy efficiency, reducing both our Scope 1 and Scope 2 emissions.





4.4

tenant
satisfaction
score

Tenant satisfaction

Our Howbery Park tenants scored us 4.4/5 for satisfaction in October 2023. We will be running the survey again later this year to compare.

93%

occupancy

Occupancy rate

The occupancy rate at Howbery Park is up from 89% in the previous year to 93% in FY24.


68%

C+ EPC rating

EPC rating

At Howbery Park, 68% of our buildings have an EPC rating of C or above.

Biodiversity and habitat creation



We are over half way through a six-year biodiversity scheme for Howbery Park, concentrating on a particular area of conservation each year. So far, we have focused on bumblebees, birds, hedgehogs, and in the coming year we are focusing on insects, making sure that they have ample food sources and suitable habitats on the park. Another of the scheme's objectives is to raise awareness of biodiversity, so we also run events on the park, such as bumblebee talks and biodiversity walks. These were attended by the wider public as well as our park community. We have also created a forest classroom for use by our local schools.

“ Feedback shows that our site users really value the environment at Howbery Park; the popularity of our biodiversity walks is testimony to this. ”

Donna Bowles
Estate Manager

Bee orchids at
Howbery Park

Sustainable procurement

We have identified concrete and diesel oil as our two most material procured goods in terms of their environmental impact. We are engaging with local suppliers to source environmentally-friendly alternatives to our existing supply, making plans to replace our plant machinery diesel with hydrotreated vegetable oil and our concrete with low-carbon variants. One challenge will be working with our supply chain to supply low-carbon concrete at scale, as the majority of viable options in our region are not supplied in sufficient quantity.

Resource management and circularity

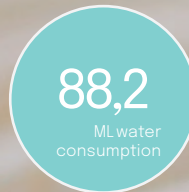
We monitor and manage our resource use to identify ways we can improve efficiency and waste throughout the value chain. For example, we've increased engagement with our waste contractors, Oxford Wood Recycling, who provide employment opportunities for people facing disadvantages. The social enterprise visited us to learn about how we do our physical modelling work and helped us find ways we could increase the amount of wood we send for reuse rather than recycling.

In our physical modelling facilities, 95% of our waste (1,760 tonnes) comes from concrete and aggregate. These are recycled in their entirety, both in closed and open loop recycling processes, by one of our local concrete aggregate suppliers, ensuring that the environmental impact of this waste is as low as possible.



Waste

Our annual waste for this year is 1,846 tonnes with 95% of this being waste aggregates from our physical modelling facilities.



Water consumption

Our total water consumption this year is 88,244 m³ compared to 71,592 m³ last year. 92% of this water is licenced abstraction and 8% is from our mains water supply. The abstracted water accounts for 22% of our annual permitted abstraction.



Recycling

Our recycling rate is 59% compared to 64% last year, excluding our waste aggregates. If included, the rate increases to 98%.



Concrete consumption

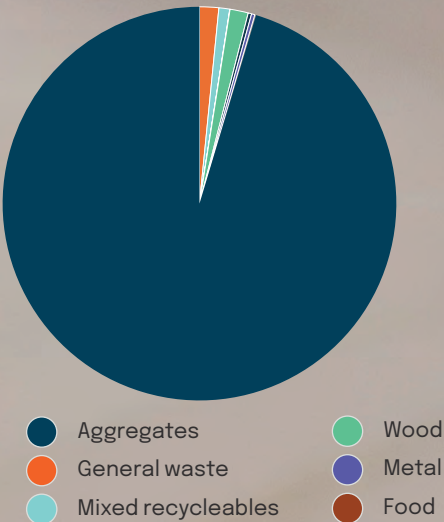
Our consumption of concrete is 33% lower this year compared to last year, at 394 tonnes. (52 tCO₂e). This sharp decrease is a demonstration of the variability in the types of physical modelling work carried out in our Froude Modelling Hall at Howbery Park.



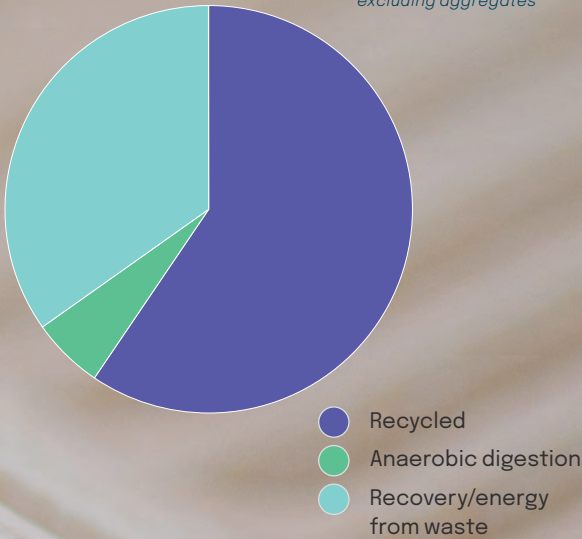
Diesel oil consumption

Our consumption of diesel oil has doubled this year compared to last year, at 10,137 litres. (27 tCO₂e). This is mostly due to our work with local fire and rescue services, providing training facilities that required high performance diesel powered pumps to create fast water flows. We have found a solution to address this for future training activities.

Waste stream



Waste disposal method
excluding aggregates



Cyber security and data protection





Training in cyber security and data protection

84% of our employees received training in cyber security and data protection this year.



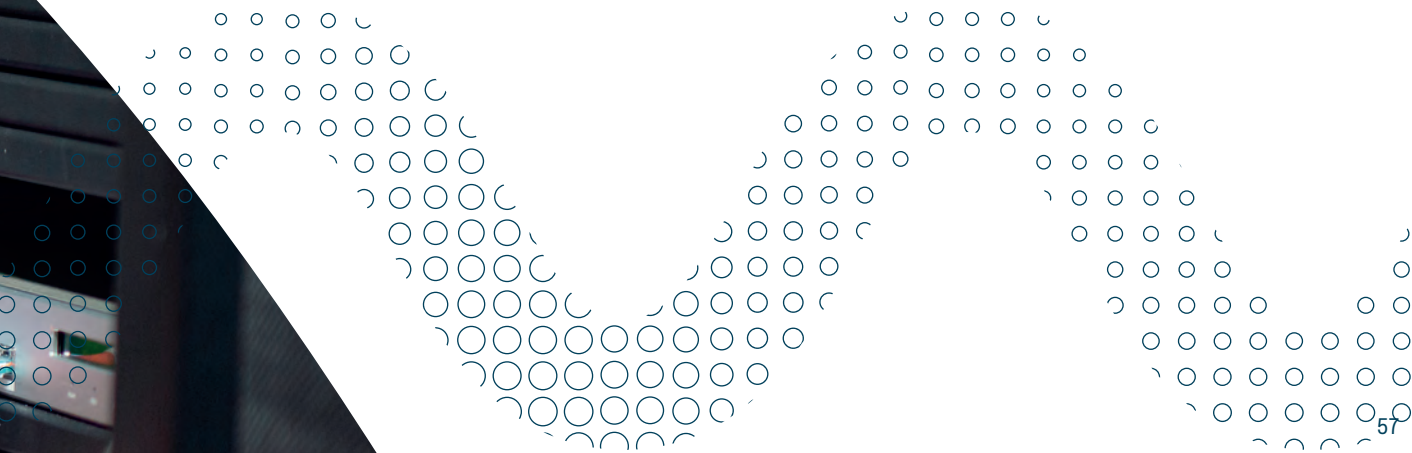
Data breaches

There have been no known data breaches this year.

Ensuring the security of confidential information and our electronic systems is of the utmost importance to us and our stakeholders. We identify potential security risks to our operations and take practical and reasonable measures to control and manage these risks. We have made progress in addressing risks from legacy solutions within the IT estate, increasing our business continuity readiness and recoverability. This is an iterative process with other existing solutions, systems, and services requiring upgrading, replacement, or new investments.

To comply with growing cyber security accreditation requirements, we have set up a new subsidiary (HR Wallingford CoretecX Ltd) with Cyber Essential plus accreditation.

From the beginning of FY25, all our people are required to undertake training in cyber security and phishing.







Appendices

Appendix A: Workforce breakdown

At 31 March 2024

Employees by gender

Workforce category	Female	Male	Other	Undisclosed	Total
All employees	95	223	0	0	318
Permanent employees	90	189	0	0	279
Temporary employees	1	8	0	0	9
Full-time employees	59	182	0	0	241
Part-time employees	32	15	0	0	47
Casual workers	4	26	0	0	30

Employees by region

Workforce category	UK	Australia	UAE	Malaysia	India	US	China	Rest of world	Total
All employees	268	6	11	6	2	2	18	5	318
Permanent employees	229	6	11	6	2	2	18	5	279
Temporary employees	9	0	0	0	0	0	0	0	9
Full-time employees	193	6	11	6	2	2	17	4	241
Part-time employees	45	0	0	0	0	0	1	1	47
Casual workers	30	0	0	0	0	0	0	0	30

Employees by age

Workforce category	<30	30-50	>50	Undisclosed	Total
All employees	41	124	135	18	318
Permanent employees	33	94	134	18	279
Temporary employees	8	0	1	0	9
Full-time employees	4	68	115	17	241
Part-time employees	0	26	20	1	47
Casual workers	0	30	0	0	30

UK employees by ethnicity

Ethnic origin	Number	% of workforce
Asian Indian	3	1.3
Oriental Chinese	4	1.7
Other	3	1.3
White	187	79.5
Undisclosed	38	16.2

Governance diversity breakdown

Total number of board members	5
-------------------------------	---

Characteristic	% of board
Male	80
Female	20
Non-binary	-
Under 30 years old	0
30-50 years old	20
Above 50 years old	80
From minority or vulnerable groups	40
Executive	40
Independent	60

Appendix B:

Sustainability metrics

Metric	ESG	FY24	FY23	Change
Our company				
Total turnover	Eco	£ 31.673 m	£ 31.294 m	↑ +1%
Total headcount	Eco	318	343	↓ -7%
Stakeholder engagement				
Customer satisfaction score	Eco	1.92	1.85	↑ +4%
Corporate governance				
Sustainability related certifications	Gov	3	3	→ 0%
Sustainability score	Gov	6.9	-	-
Ethics, human rights and business compliance				
Misconducts	Soc	1	-	-
Human rights violations	Soc	0	-	-
Purpose, brand and culture				
Employee satisfaction score	Soc	7.7	7.9	↓ -3%
Employee turnover	Soc	21.5%	12.2%	↑ +9.3%
Average tenure	Soc	9.6 years	-	-
Learning and development				
Promotion rate	Soc	12.5%	-	-
Apprenticeship hours/days	Soc	1037 days	-	-
Career conversations	Soc	42%	-	-
Training hours	Soc	9.63 hours	-	-

Metric	ESG	FY24	FY23	Change
Health, safety and wellbeing				
Accident frequency rate	Soc	1.64	2.87	↓ -43%
Near miss reporting	Soc	18	-	-
Absenteeism rate	Soc	1.8%	2.1%	↓ -0.3%
Health & Wellbeing score	Soc	7.5	7.8	↓ -4%
Diversity, inclusion and equality				
Diversity and inclusion score	Soc	7.7	8.0	↓ -4%
Board diversity	Soc	See appendix	-	-
Ethnic diversity	Soc	See appendix	-	-
% female employees	Soc	36%	31%	↑ +5%
% female managers	Soc	26%	25%	↑ +1%
Gender pay gap (Mean)	Soc	25.5%	28.2%	↓ -2.7%
Gender pay gap (Median)	Soc	28.3%	27.6%	↑ +0.7%
Employee nationalities	Soc	28	-	-
Sustainable industry collaboration				
Tenants with businesses that align with our purpose	Gov	38%	-	-
Number of affiliated organisations	Gov	17	-	-
Engagements with external organisations and technical working groups	Gov	483 hours	-	-
Research and innovation				
Number of peer reviewed publications	Eco	20	27	↓ -26%
SDG-linked research	Eco	£1.1m	-	-
Internally funded research activity	Eco	£1.7m	£1.8m	↓ -5%
Externally funded research activity	Eco	£0.8m	£0.9m	↓ -3%
Internally funded technical development	Eco	£1.7m	£2.0m	↓ -14%
Total R&D activity	Eco	£4.3m	£4.7m	↓ -9%

Metric	ESG	FY24	FY23	Change
Community impact				
STEM commitments	Soc	88 hours	-	-
External engagement	Soc	82 hours	-	-
Corporate charities	Soc	£17,400	-	-
Climate change and carbon emissions				
Energy from renewables	Env	56%	19%	↑ +37%
Energy consumption	Env	3,517 MWh	3,844 MWh	↓ -9%
Energy consumption intensity ratio	Env	111.0 kWh/£m	122.8 kWh/£m	↓ -10%
Total GHG emissions	Env	3,646 tCO2e	1,552 tCO2e	↑ +135%*
Scopes 1-3 intensity ratio	Env	115.1 tCO2e/£m	50.0 tCO2e/£m	↑ +130%*, **
Scope 1 emissions	Env	282 tCO2e	302 tCO2e	↓ -7%
Scope 1 intensity ratio	Env	8.9 tCO2e/£m	9.7 tCO2e/£m	↓ -8%**
Scope 2 emissions	Env	349 tCO2e	346 tCO2e	↑ +1%
Scope 2 intensity ratio	Env	11.0 tCO2e/£m	11.0 tCO2e/£m	→ 0%**
Scope 3 emissions	Env	3,015 tCO2e	904 tCO2e	↑ +233%*
Scope 3 intensity ratio	Env	95.2 tCO2e/£m	28.9 tCO2e/£m	↑ +229%*, **
Site management				
Tenant satisfaction score	Eco	4.4	-	-
Occupancy rate	Eco	93%	89%	↑ +4%
% of our buildings with EPC rating of C and above	Env	68%	-	-
Resource management and circularity				
Waste	Env	1,846 t	113 t	↑ +1529%*
Total consumption of water	Env	88,244 m³	71,592 m³	↑ +23%

*Increase in scope for FY24

**Intensity ratios have been calculated as per Group turnover, whereby figures published in the SECR in our Group Accounts have been calculated as per HR Wallingford Ltd turnover.

Metric	ESG	FY24	FY23	Change
Total abstracted water	Env	81,517 m³	65,167 m³	⬆️ +25%
Total mains supply water	Env	6,727 m³	6,425 m³	⬆️ +5%
Recycling rate (exc. Aggregates)	Env	59%	64%	⬆️ -7%
Concrete consumption	Env	394 t	586 t	⬆️ -33%
Concrete CO2	Env	52 tCO2e	77 tCO2e	⬆️ -33%
Diesel oil consumption	Env	10,137 L	5,000L	⬆️ +103%*
Diesel oil CO2	Env	27 tCO2e	13 tCO2e	⬆️ +100%
Cybersecurity and privacy issues				
Training in cyber security and data protection	Gov	84%	-	-
Data breaches	Gov	0	-	-

*This is mostly due to our work with local fire and rescue services.

Appendix C:

Sustainability metrics: definitions

Metric	Scope	Period	Definition/methodology
Total turnover	Group	FY24	Total Group revenue generation for FY24
Total headcount	Group	Snapshot - end of FY24	Total number of employees and casual workers on the payroll system as of FY24 end. The figure provided in the Group Accounts differs as it only considers individuals under direct employment.
Customer satisfaction score	Group	FY24	The score is derived from the average of the following three satisfaction scores: 'Quality of service', 'Timeliness of delivery', and 'Comparison with others'. 1 being the best possible score.
Sustainability related certifications	Group	Snapshot - end of FY24	The total number of verifiable accreditations that HR Wallingford has been certified with that relate to different aspects of sustainability.
Sustainability score	Group	Snapshot - end of FY24	Annual employee engagement survey (75% participation). Custom section designed to engage with employee base on sustainability at HR Wallingford. This is the first year this metric has been run.
Misconducts	Group	FY24	Number of incidents related to ethics, corruption, bullying or harassment that have been raised regarding HR Wallingford employees over the reporting period.
Human rights violations	Group	FY24	Number of incidents of human rights violations that have been identified by the company or reported to the company by internal or external stakeholders

Metric	Scope	Period	Definition/methodology
Employee satisfaction score	Group	Snapshot - end of FY24	Annual employee engagement survey (75% participation). Scored as per Peakon rankings. Engagement was broken into three sub-sections: 'Belief', 'Loyalty', and 'Satisfaction'.
Employee turnover	Group	FY24	The percentage of employees that have left the company over the reporting period.
Average tenure	Group	Snapshot - end of FY24	The average length of time a current employee's career at HR Wallingford has elapsed
Promotion rate	Group	FY24	The total number of promotions divided by the average staff headcount multiplied by 100. Based off HR Wallingford's internal ranking system.
Apprenticeship hours	Group	FY24	The total number of hours worked by young apprentices of the reporting period.
Career conversations	Group	FY24	Percentage of HR Wallingford employees who have had a career conversation over the reporting period.
Training hours	UK	FY24	Average hours of formal training that the organization's employees have undertaken during the reporting period.
Accident frequency rate	Group	FY24	Total accidents divided by total employee hours worked. 0 being the best possible result.
Near miss reporting	Group	FY24	Total number of near misses reported to the QHSE Manager as part of HR Wallingford's Health & Safety risk identification programme.
Absenteeism rate	Group	FY24	The percentage of workforce hours lost due to unplanned absences i.e., sickness and injury.
Health & Wellbeing score	Group	Snapshot - end of FY24	Annual employee engagement survey (75% participation). Scored as per Peakon rankings. Health & wellbeing was broken into four sub-sections: 'Mental wellbeing', 'Organisational support', 'physical wellbeing', and 'social wellbeing'.



Metric	Scope	Period	Definition/methodology
Diversity and inclusion score	Group	Snapshot - end of FY24	Annual employee engagement survey (75% participation). Scored as per Peakon rankings. D&I was broken into three sub-sections: 'Diversity', 'Inclusiveness', and 'Non-discrimination'.
Board diversity	Group	Snapshot - end of FY24	Diversity metrics of the HR Wallingford board, as per the UN Global Compact.
Ethnic diversity	UK	Snapshot - end of FY24	Ethnic diversity of UK-based HR Wallingford staff. Ethnicity is a voluntary disclosure for our employees and therefore this does not represent the full employee base.
% female employees	Group	Snapshot - end of FY24	The percentage of HR Wallingford Group employees that are female.
% female managers	Group	Snapshot - end of FY24	The percentage of HR Wallingford Group managers that are female.
Gender pay gap	UK	Snapshot - 5 April 2023	Difference between the average (mean and median) earnings of men and women at HR Wallingford.
Employee nationalities	Group	Snapshot - end of FY24	The number of nationalities represented by HR Wallingford's employees.
Tenants with businesses that align with our purpose	Group	Snapshot - end of FY24	Floorspace operated by mission-aligned tenants divided by total lettable floorspace at Howbery Park multiplied by 100.
Number of affiliated organisations	Group	Snapshot - end of FY24	Number of external organisations that HR Wallingford actively collaborates with in knowledge transfer.
Engagements with external organisations and technical working groups	Group	FY24	Value of staff time booked to active engagement with industry organisations (e.g., on industry working groups).
Number of peer reviewed publications	Group	FY24	Number of peer reviewed published academic papers and books (or chapters thereof) written by HR Wallingford employees.
SDG-linked research	Group	FY24	Staff time and expenses related to internally funded research projects.

Metric	Scope	Period	Definition/methodology
Internally funded research activity	Group	FY24	Total funding provided by HR Wallingford to enable research projects and activities.
Externally funded research activity	Group	FY24	Total value of staff time and expenses, contributing to research activities, that was funded by external organisations e.g., clients and partners.
Internally funded technical development	Group	FY24	Total funding provided by HR Wallingford for internal technical development projects.
Total R&D activity	Group	FY24	Total value of research and development activity undertaken by HR Wallingford employees.
STEM commitments	Group	FY24	Value of staff time booked to active engagement with STEM organisations and stakeholders.
External engagement	Group	FY24	Value of staff time booked to active engagement with community groups and professional associations.
Corporate charities	Group	FY24	Total philanthropic donations of HR Wallingford over the reporting period.
Energy from renewables	UK	FY24	Total percentage of energy (natural gas + electricity + liquid fuel) utilised in the UK that came from renewable energy sources (e.g., on site solar park). This does not include energy from nuclear, and is calculated on a market-based method.
Energy consumption	Group	FY24	Global energy consumption of all HR Wallingford operated locations.
Energy consumption intensity ratio	Group	FY24	Energy consumption divided by FY24 Group turnover (£m/MWh)
Total GHG emissions	Group	FY24	Scopes 1, 2, & 3 combined. GHG Protocol used for methodology. Utilised UK Government (Defra) 2023 conversion factors. Location-based accounting method chosen.

Metric	Scope	Period	Definition/methodology
Scopes 1-3 intensity ratio	Group	FY24	Total GHG emissions divided by FY24 Group turnover (£m/tCO2e)
Scope 1 emissions	Group	FY24	Total Scope 1 emissions. Comprised of natural gas consumption, fugitive gas leaks, and diesel oil consumption in company owned equipment and machinery. GHG Protocol used for methodology. Utilised UK Government (Defra) 2023 conversion factors.
Scope 1 intensity ratio	Group	FY24	Scope 1 emissions divided by FY24 Group turnover (£m/tCO2e)
Scope 2 emissions	Group	FY24	Total Scope 2 emissions. Comprised of on-site electricity consumption. Electricity generated by our on-site solar park is not attributable towards an emissions conversion factor. GHG Protocol used for methodology. Utilised UK Government (Defra) 2023 conversion factors. Location-based method of accounting chosen.
Scope 2 intensity ratio	Group	FY24	Scope 2 emissions divided by FY24 Group turnover (£m/tCO2e)
Scope 3 emissions	Group	FY24	Total Scope 3 emissions (scope 3 being incomplete). GHG Protocol used for methodology. Scope 3 categories that were taken into account in this year's methodology: 'Purchased goods & services', 'Fuel- and energy-related activities', 'Waste generated in operations', 'Business travel', 'Employee commuting', and 'Upstream leased assets'. 'Downstream leased assets', 'franchises', and 'investments' are not applicable to HR Wallingford at the time of writing. Utilised UK Government (Defra) 2023 conversion factors and International Energy Agency factors. Location-based accounting method chosen.
Scope 3 intensity ratio	Group	Snapshot - 2023	Scope 3 emissions divided by FY24 Group turnover (£m/tCO2e)

Metric	Scope	Period	Definition/methodology
Tenant satisfaction	Group	Snapshot - end of FY24	From inaugural tenant survey, calculated across ten criteria of: Accessibility; Business/Park management; Facilities; Food & drink; Green spaces; Health, safety and security; Inclusivity; Partnership/ collaborative opportunities; Sports & social opportunities; Working environment.
Occupancy rate	Group	Snapshot - end of FY24	Percentage of lettable units at Howbery Park that were occupied at the end of FY24.
% of our buildings with EPC rating of C and above	UK	FY24	Percentage of lettable square footage that currently meets Government targets of EPC C rating by 2028.
Waste	UK	FY24	Total amount of waste produced at UK locations of operation (Howbery Park & Manchester)
Total consumption of water	Group	FY24	Total amount of water consumed via abstraction or mains across all HR Wallingford sites globally.
Total abstracted water	Group	FY24	Total amount of water consumed via abstraction for the physical modelling halls at Howbery Park. HR Wallingford holds an abstraction license with the Environment Agency.
Total mains supply water	UK	FY24	Total amount of water consumed for utility purposes via the mains system at all HR Wallingford locations globally.
Recycling rate (exc. Aggregates)	Group	FY24	The percentage of waste that is being recycled, via either re-use, closed loop or open loop recycling.
Concrete consumption	Howbery Park	FY24	The total amount of concrete consumed for primary purposes in HR Wallingford physical laboratory facilities.



Metric	Scope	Period	Definition/methodology
Concrete CO2	Howbery Park	FY24	The carbon embedded within the concrete consumed by HR Wallingford as described above.
Diesel oil consumption	Howbery Park	FY24	The total amount of diesel consumed for primary purposes in HR Wallingford physical laboratory facilities.
Diesel oil CO2	Howbery Park	FY24	The carbon embedded within the concrete consumed by HR Wallingford as described above.
Training in cyber security and data protection	Group	FY24	Percentage of staff who have received cybersecurity training over the reporting period.
Data breaches	Group	FY24	This includes: data breaches, denial of service, and privacy concerns.

Appendix D:

GRI Content Index

HR Wallingford has reported the information cited in this GRI content index for the period 1 April 2023 to 31 March 2024 with reference to the GRI Standards (GRI 1: Foundation 2021).

GRI Standard		Disclosure	Location
GRI 2: General Disclosures 2021	2-1	Organizational details	Group Accounts
	2-2	Entities included in the organization's sustainability reporting	Page 8
	2-3	Reporting period, frequency and contact point	Page 8
	2-5	External assurance	Page 8
	2-6	Activities, value chain and other business relationships	Page 10, Group Accounts
	2-7	Employees	Appendix A
	2-8	Workers who are not employees	Appendix A
	2-9	Governance structure and composition	Page 22
	2-11	Chair of the highest governance body	Group Accounts
	2-22	Statement on sustainable development strategy	Page 5
	2-23	Policy commitments	Compliance
	2-28	Membership associations	Page 35, Appendix B
	2-29	Approach to stakeholder engagement	Page 20
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 19
	3-2	List of material topics	Page 19
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Group Accounts
	201-3	Defined benefit plan obligations and other retirement plans	Group Accounts
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Page 25
	205-3	Confirmed incidents of corruption and actions taken	Page 25

GRI Standard	Disclosure		Location
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 48, Appendix B
	302-3	Energy intensity	Appendix B
	302-4	Reduction of energy consumption	Page 48, Appendix B
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Page 54, Appendix B
	303-5	Water consumption	Page 54, Appendix B
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	Page 52
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 49, Appendix B
	305-2	Energy indirect (Scope 2) GHG emissions	Page 49, Appendix B
	305-3	Other indirect (Scope 3) GHG emissions	Page 49, Appendix B
	305-4	GHG emissions intensity	Appendix B
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Pages 54-55
	306-2	Management of significant waste-related impacts	Pages 54-55
	306-3	Waste generated	Page 54, Appendix B
	306-4	Waste diverted from disposal	Page 55, Appendix B
	306-5	Waste directed to disposal	Page 55, Appendix B
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 27, Appendix B
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Page 30
	403-2	Hazard identification, risk assessment, and incident investigation	Page 31, Appendix B
	403-3	Occupational health services	Pages 30-31
	403-5	Worker training on occupational health and safety	Page 31
	403-6	Promotion of worker health	Page 31
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 31
	403-8	Workers covered by an occupational health and safety management system	Page 30
	403-9	Work-related injuries	Page 30, Appendix B
	403-10	Work-related ill health	Page 30, Appendix B

GRI Standard	Disclosure		Location
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 29, Appendix B
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 28
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 29, Appendix B
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pages 72-73, Appendix A
	405-2	Ratio of basic salary and remuneration of women to men	Page 33, Appendix B
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page 25, Appendix B
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Page 25
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 25
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Page 25, Appendix B
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Page 44
	413-2	Operations with significant actual and potential negative impacts on local communities	Page 44
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 57, Appendix B





Howbery Park
Wallingford
Oxfordshire OX10 8BA
United Kingdom

+44 (0)1491 835381
info@hrwallingford.com
www.hrwallingford.com