



In the business of positive energy

SUSTAINABILITY REPORT

2023

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**Our Ambitions
for 2024**



It is with great pride and pleasure that we share with you the 2023 Sustainability Report of WPO, which is celebrating its **15th anniversary** this year.

Since its creation, our company has been committed to **promoting renewable energies**, which is a major solution for fighting climate change and ensuring the energy transition our World now urgently needs.

2023 was marked by a great deal of progress for our company.

We have seen **significant growth in our sales**, which testifies to the quality of our services and the satisfaction of our customers.

We have strengthened our CSR strategy by implementing concrete actions to reduce our environmental and social impact.

Among these actions, I would like to highlight the **calculation of our first carbon footprint**, which has enabled us to identify the sources of greenhouse gas emissions linked to our activity and to define an action plan to reduce them.

We were also awarded our **EcoVadis Silver Medal**, which puts us in the top 25% out of 100,000+ companies audited, recognises our CSR performance, confirms our commitment to sustainability and encourages us to continue our efforts to achieve excellence.

These results are the fruit of the **collective efforts** of all the members of our company who share our vision and our values. I would like to thank them warmly for their commitment and professionalism. I would also like to thank our customers, partners and external stakeholders for their trust and support.

In 2024, we will continue to adapt to changes in our environment, anticipate our customers' expectations and contribute to the sustainable development of our planet.

I hope you enjoy reading this Sustainability Report which illustrates our commitment to our cores values of always being a **safe, reliable, and fit-for-purpose** company.



Barthélémy ROUER
Founder and CEO of WPO

The WPO Group is an independent European platform of **renewable energy expert-services**.

We provide **asset management** and other tailored specialist services such as technical due-diligence, site inspections, testing, power purchase aggregation and insurance brokerage.

We also have a **software as a service** called Dashboard, an intelligent and seamless app for energy data management.

Key figures



108

Staff



45

Offices and service points
across Europe



8.8 GW+

Operating
plants serviced



1287

Project sites



1250

Asset inspections
per annum



€ 11 bn

Assets under service



€ 1.7 bn

Electricity production
per annum

Our Commitments

Based on our core values of always being **safe**, **reliable** and **fit-for-purpose**, our CSR strategy aims to **power positive change** by ensuring that our operations, products and services make a net positive contribution to society and the environment.

To achieve this goal, we adopt the following principles and we make **three main commitments** in the Environmental, Social and Governance fields :

ENVIRONMENT

Contribute to Sustainable Development by reducing our environmental impact



Playing a leading role in the renewable energy



Limiting our greenhouse gas emissions



Promoting the efficient management of resources



Protecting biodiversity

SOCIETY

Achieve a work culture based on safe and healthy work, equal opportunity and motivation



Providing safe and healthy work environment



Offering decent work conditions for our employees



Promoting the training of our employees



Fostering diversity, inclusion and equal opportunity

GOVERNANCE

Ensure responsible governance and the transparency necessary to convey trust and credibility to our stakeholders



Complying with all applicable laws in the countries where we operate



Practicing ethics in business and behaviour



Encouraging communication and dialogue with stakeholders



Ensuring secured management of third party's information

We are also mainly contributing to **9** of the 17 United Nations **Sustainable Development Goals** (SDGs). Throughout this report, we indicate which SDGs are directly related to our various achievements and commitments.



ENVIRONMENT

**Contribute to Sustainable Development
by reducing our environmental impacts.**

7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



15 LIFE
ON LAND



Our Achievements



1 Playing a leading role in the renewable energy

At WPO, we are playing our part in the urgently needed global energy transition by making Renewables work.

We manage more than **1250** wind farms, solar parks, hydropower plants and battery storage sites. This portfolio totals more than **8.8 GW** spread over **13 European countries**.

International renewable energy organisation membership



We are also part of local and international networks to promote the wider and faster uptake of renewable energy.

Indeed, we are part of the **Irena Coalition**, **SafetyOn**, **France Renouvelables** and **IWEA** where we provide active staff time and financial support to promote the renewable energy sector.

French Wind Energy Conference exhibition

On 4 and 5 October 2023, we took part in the **13th Colloque National Eolien** organised by France Renouvelables in Paris.

This is the **major wind energy event** in France, bringing together wind energy professionals, experts, scientists, elected representatives and associations to work together to build the energy transition.

Our participation was a great success, and we had very productive and worthwhile encounters with lots of clients, contacts and stakeholders.



1 Playing a leading role in the renewable energy

Environmental monitoring

At WPO, it is important for us to carry out **environmental monitoring** to see the impact of our renewable assets on the environment and take the necessary actions to reduce and mitigate this impact.

We provide our customers with a detailed report and follow-up on events that may have occurred at their sites. We also provide all our employees with a monthly Health, Safety, Environment (HSE) report to inform them of events that have occurred during the month.

For example, one of the major environmental events that took place this year was the oil leak from wind turbines.

Oil leak due to crack in yaw tank in France without ground pollution:



Grease leak from a blade bearing in the UK without ground pollution:



In the case of oil / grease leaks that do not pollute the ground, an anti-pollution kit is systematically installed at the foot of the machine and the source of the leak is investigated before repairs are carried out and tower is cleaned.

Key figures

+  - **133 MVA**
Battery storage


15 MWe
Hydropower

 **5.486 MW**
Wind turbines

 **3.175 MWp**
Photovoltaic



2 Limiting our Greenhouse Gas emissions

In January this year **we measured WPO's carbon footprint** for the year 2022 with the service provider **Carbo**. The objective was to **identify our main emission** streams and implement relevant actions to **reduce these emissions**.

The scopes of our carbon footprint

We wanted to adopt a **holistic approach** and we have considered the following **scopes** to measure our carbon footprint :



- The **digital use** : it covers the impact of our website and Dashboard, the software we develop.



- The **operations** : it includes our marketing and communication impacts and the different software that we use in our daily activity.



- The **purchases** : it integrates the impact of the office supplies and the electronic devices we have purchased in 2022.



- The **supports** : it involves the impact of external support services we work with for the proper functioning of our activities.



- The **offices** : it includes the impact of the energy and water consumption of our three offices in Paris, Manchester and Madrid but also waste management.



- The **travels** : it takes into account the impact of both business travels and commuting.

The **data collection** for the carbon footprint of WPO was done in a **collaborative** way. Indeed all the employees were involved through :



- A **survey on their work habits** : food, digital use, business travels, commuting.



- **Specific questions** delegated to certain employees who are better able to fill in the data such as IT, finance and office managers.

Our Carbon Footprint roadmap

MEASURE

Collect the data from our operations and employees



CERTIFY

Verify and certify our results with



carbo

REDUCE

Set targets and action plans to reduce our emissions



OFFSET

Offset unavoidable emissions



2 Limiting our Greenhouse Gas emissions

Our Carbon Footprint in 2022

In 2022, **we emitted 198 tons of CO₂ equivalent**. This is 55% less than the average for companies in our sector of activity according to the database of Carbo and ADEME.

The **main emissions** come from our **business travels** and this is where we are concentrating our reduction efforts as a priority.

Our Carbon Footprint reduction action plan

The major actions we took to reduce our carbon footprint this year were :



- Updating our Travel Policy to favour the use of **low carbon transport** for business travels.



- Optimising our **IT infrastructure**.



- Raising employee awareness of **eco-gestures**.

These actions are detailed in the two following pages.

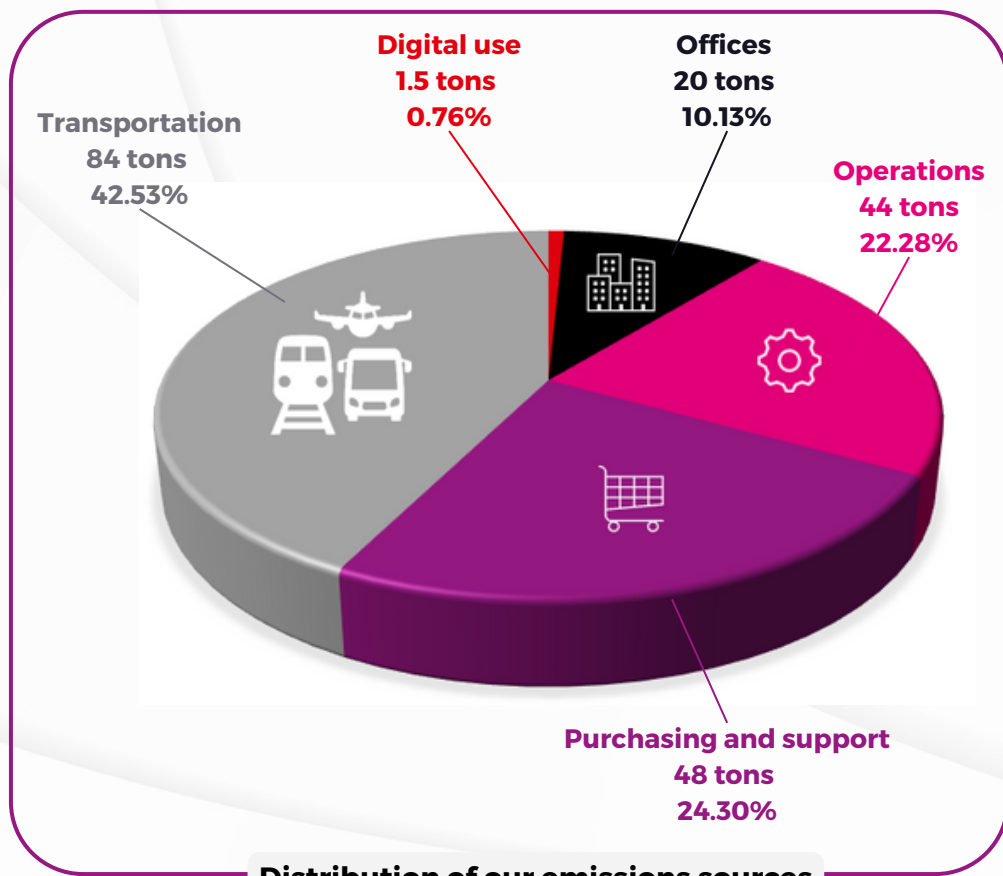
Key figures

CO₂ 198 tons

Total CO₂ emissions
of WPO in 2022

CO₂ 2.2 tons

Average CO₂ emissions
per employee in 2022



Distribution of our emissions sources

3 Promoting the efficient management of resources

Low Carbon Transport

As part of our action plan to reduce our carbon footprint, we have updated our **Travel Policy** to favour the use of **low-carbon transport**.

Low carbon transport refers to means of transport that emits less carbon compared to other technical solutions available. It includes train, public transport, electric vehicles, bicycle and walking.

The Policy has been communicated to all WPO employees, along with a procedure detailing the steps to be followed to reduce the environmental impact of business travels.

Employees were also encouraged to use public transportation, carpooling or biking for commuting.

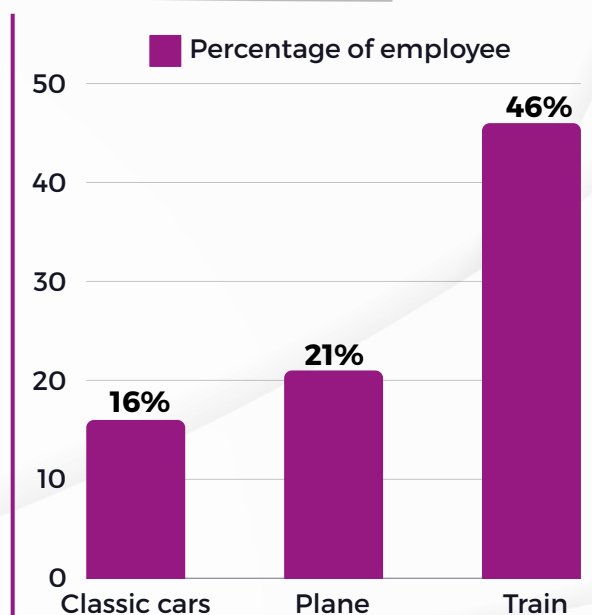
Sustainable Purchasing

All WPO employees have been requested to integrate **sustainable criteria** when making their purchases. Products should be **as local as possible** (in the employee country of residence or in Europe) and **incorporating environmental and social criteria** (i.e. manufactured with respect for human rights, certified by eco-labels, using recycled or recyclable materials).

The majority of our hardware comes from Lenovo and is **Energy Star certified**.

This year we have purchased refurbished phones, recycled paper reams and energy efficient bulbs.

Key figures



Means of transport used by WPO employees in 2022 for business travels



40%

WPO's employees using public transport for commuting*

*Note that 44% of WPO's employees work entirely remotely



3 Promoting the efficient management of resources

Green IT initiatives

Several actions are implemented by WPO to **optimise our IT infrastructure** :

- We are regularly checking - on a one-month basis - that the **instances** we are using are **correctly sized** and upgrade or downgrade resources when necessary.
- We **efficiently manage data storage** by keeping frequently used data ("hot") readily accessible and archive infrequently used data ("cold") to slower, more energy-efficient storage.
- We are frequently auditing our databases and datalake to **reduce** and **eliminate redundant data**.
- The IT team is focused on developing **algorithms** that **require less computational power**. By centralising critical algorithms/processing, we were able to identify and resolve certain bottlenecks or unnecessary computing tasks.
- We try to avoid sending individual notification emails when the notification is about a farm, group of farms or at the company level. By sending the same information with all the participants as BCC, we've **reduced the emails sent by 20**.
- We **extend hardware lifespan** through maintenance and upgrade instead of replacing.

Employee training on eco-gestures

Employees are regularly trained on environmental and societal issues through webinars, emails and videos and they are made aware of eco-friendly gestures.



Waste management

Concerning **waste management**, we sort the waste generated by the renewable assets that we manage. And in our offices, we sort papers, cardboards, plastics, glasses, metals and cartridge inks.

Key figures



6

Internal communication campaigns on environmental issues launched



50%

Employees who attended the webinars



4

Protecting biodiversity

Preserving biodiversity is very important to WPO.

We respect **Habitat Management Plans** and we implement **mitigation measures** such as stopping our wind turbines to avoid incidents with protected species, in particular bats or raptors.

Detection modules



We have installed **detection modules** that **avoid collision with birds** on some of our windfarms. The system detects birds from a distance of 200 meters and analyses their size, flight trajectory and the likelihood of collision.

If the birds continue their flight on the collision course, the turbine stops and it is turned on again when the birds leave the dangerous zone. The system stores detailed records of each incident for later analysis.

Eco-grazing and beehives

In some of our solar plants, we set up **eco-grazing**. It is an ecological technique for the maintenance of parks using pasture (sheep in particular), thus limiting or even suppressing the use of chemicals and machinery.



We have installed hives on some of our solar plants. The **installation of beehives** makes the photovoltaic space profitable, helps to keep the bees, supports local beekeeping and promotes biodiversity on the site.

Respect of the biological rhythm of flora and fauna

In order to respect the biological rhythms of fauna and flora, some **operations** (turbine maintenance, grass cutting) have been **rescheduled** at some of our sites in France and in the UK :

- **nesting period** has been preserved at our windfarms and
- **late mowing** made it easier for fragile plants such as wild orchids to take root around our PV assets.



Key figures



137 MW

Wind turbines equipped with detection modules



58%

Sites under operation with beehives and using eco-grazing

15 LIFE ON LAND



SOCIETY

Achieve a work culture based on safe and healthy work, equal opportunity and motivation

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



Our Achievements

1 Providing a safe and healthy work environment

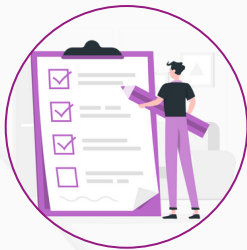
At WPO, we have an **HSEQ Management System** in place and communicated to all the employees **about health and safety at work** : HSEQ Policy, European Wind Safety Guidelines, European Electrical Safety rules, European Solar Safety Guidelines, Drugs and Alcohol Policy.

When joining WPO, every employee follows an **HSE** (Health, Safety, Environment) **induction**.

Some of WPO's employees follow **specific HSE trainings** such as work at height and rescue, first aid, fire awareness and electrical safety trainings.

Healthcare coverage

We provide **healthcare coverage** to our workers that includes disability coverage, accident insurance, private dental insurance and private supplemental health insurance.



Risk assessment

We have conducted an **Office Risk Assessment** and a **Site Risk Assessment** and provided **Risk Reduction Measures**.

WPO's workers must have **medicals** to ensure that they are suitable to conduct their working activities in a safe and healthy way.

Display Screen Equipment

All WPO's employees completed a self-assessment on **Display Screen Equipment** to evaluate ergonomics of their workstation and to identify any possible risk, to ensure that they have the equipment, facilities and guidance they need to work safely and effectively.



Road Safety

Concerning **road safety**, we provide defensive driving safety trainings. We conduct root cause analysis on road safety incidents and take preventive and corrective measures.

Key figures



96.3%

Completion of HSE training program

3 GOOD HEALTH AND WELL-BEING



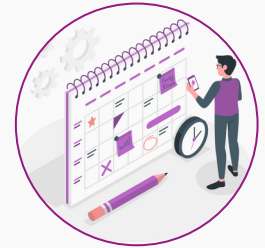
Our Achievements

2 Offering decent work conditions for employees

Job flexibility

We provide **job flexibility** to the employees such as :

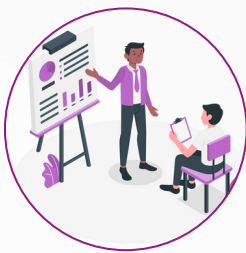
- **part-time work schedules** at the request of workers,
- **flex-time work schedules** allowing freedom to vary start and stop times
- **telecommuting** allowing employees to work from home one to three days per week.



Transparent information

Information is communicated to employees in a **transparent** way. For example, there is a **formal onboarding process** for new employees and they can have access to information in the **employee handbook**.

Information on **working hours** and **rest periods** (including overtime policy) is communicated to workers during the hiring process and they are in compliance with national regulations.



Decent wage

WPO offers **decent wage** to its workers, sufficient to meet basic food, clothing and housing needs and provide some discretionary income for themselves and their dependents.



Parental leaves

Policy on **parental leaves** respect the regulations in force in the countries where we operate.

Appraisal and promotion

Appraisal is performed every year for all the employees.

We encourage **internal promotions** and hiring for advanced positions by posting job openings internally first.



Key figures



100%

Employees with flexible work arrangements



44%

Employees who work entirely remotely



100%

Employees who made their individual annual review

8

DECENT WORK AND ECONOMIC GROWTH



Our Achievements

3 Promoting the training of employees

At WPO, we have a lifelong learning approach to **training** our employees on **technical** and **soft professional skills**. Our company provides **formal incentives** and **allocates discretionary budgets** for workers for professional development.

We give **management training** and experience to the local workforce in all countries of operations and we provide **apprenticeship** and **internship** opportunities.

Social and Environmental awareness

Awareness on environmental and social issues is regularly given to employees through internal webinars, videos and emails.

This year we have tackled a range of subjects such as : the Sustainable Development Goals, Carbon footprint, Digital Cleanup, Sustainable Business Travel and Sustainable Purchasing



Cybersecurity Awareness

Thanks to the service provider **Olfeo**, all our employees receive **cybersecurity awareness training**.

At least once a month, they receive an e-mail giving access to short awareness-raising **videos** and **quizzes** enabling them to learn more about good practice in using information technology securely.



Safety Training

In October, our HSEQ and French Technical Management Services teams met on site to undergo **safety trainings** with **IFOPSE**.

It was an opportunity for them to learn how to use two types of **rescue equipment** : the Cresto Smartline X and the SHE rescue.



Key figures



579 h

Total number of hours
of HSE trainings



18 h

Average hour of training
per employee



41 678

Allocated budget
for HSE trainings



Our Achievements

4

Fostering diversity, inclusion and equal opportunity

At WPO, we have an **Equity and Non-Discrimination Policy** that aims to remove unfair and discriminatory practices within the company and to encourage full contribution from its diverse community.

A **dedicated team** is appointed to deal with discrimination and harassment issues.

Men and women are compensated equally. The difference of salaries is based on the skills of the employees and is not based on their gender.

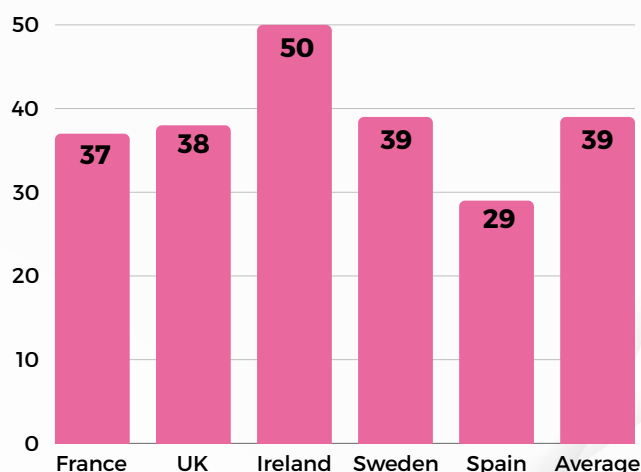
Key figures



36%

64%

Female / male split

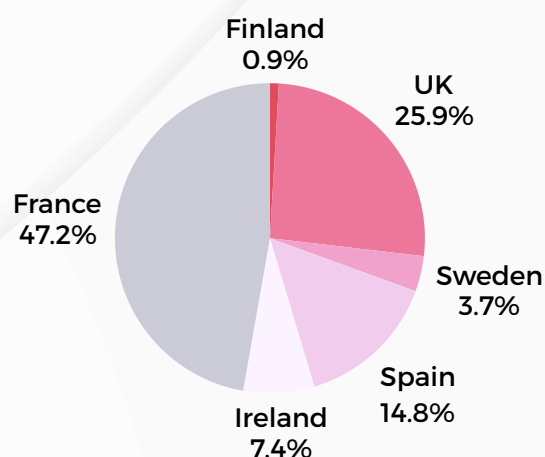


Average age



3 years

Average seniority



Staff split per country



0

Alerts issued related to discrimination or harassment



0

Confirmed incidents of discrimination or harassment



GOVERNANCE

Ensure responsible governance and the transparency necessary to convey trust and credibility to our stakeholders.



Our Achievements



1 Complying with all applicable laws in the countries where we operate

At WPO, we comply with all the applicable European and national regulations to the company. We are also **process-driven** and **multi-certified**.

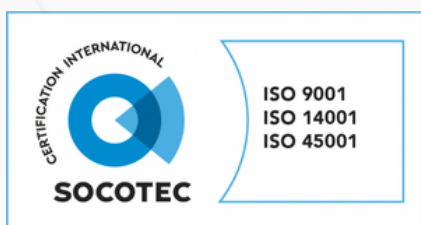
Regulatory watch

We use **The Compliance People** and **SHEQAPP** to monitor regulations and to be up to date on new regulations applicable to our sector of activity.



ISO Certifications

In December 2021, Socotec Certification successfully certified for 3 years :



- WPO's **quality management system** according to ISO 9001 : 2015
- WPO's **environmental management system** according to ISO 14001 : 2015
- WPO's **occupational health and safety management system** according to ISO 45001 : 2018

EcoVadis Silver Medal

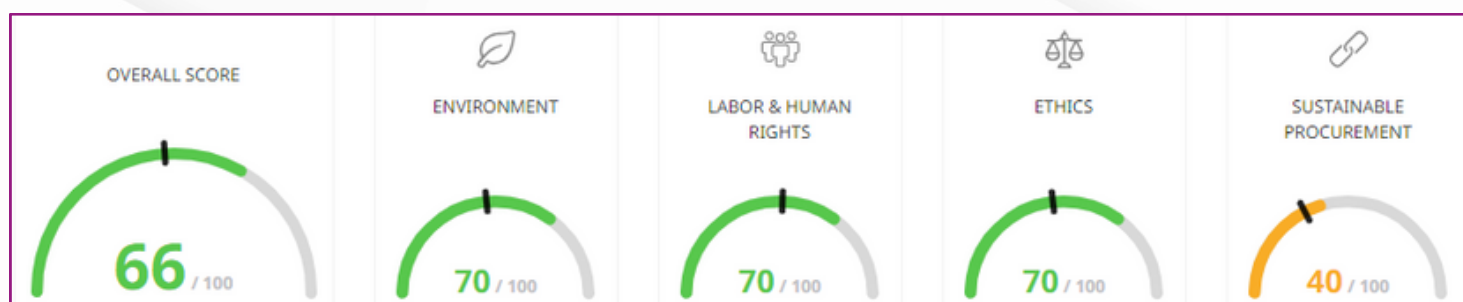
In June 2023 we have been awarded the **EcoVadis Silver Medal** with a **score of 66/100** which places us in the **top 25%** of CSR performers out of more than 100,000 companies worldwide assed by EcoVadis.

As a reminder, EcoVadis is an internationally recognised provider of business **sustainability ratings**. It enables companies to assess their CSR commitments in relation to **4 themes** : Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

The rating validates and demonstrates our commitment to sustainability but most importantly, it shows us where we can improve.



Key figures



EcoVadis score breakdown

2 Practicing ethics in business and behaviour

Our company has a **Code of Ethics** that prohibits bribes in any form, corruption, conflict of interests, fraud, money laundering and anti-competitive practices.

We also have a **Whistleblowing Policy** to ensure that employees can raise their concerns about wrongdoing or malpractice without fear of victimisation, subsequent discrimination, disadvantage or dismissal.

Anti-bribery and anti-corruption

WPO does not tolerate any form of bribery or corruption and it is its policy to conduct all of its business in an ethical manner and to comply with the provisions of applicable national and international laws and regulations relating to anti-corruption.



Conflict of interest

All WPO employees must inform their line managers of any potential conflict of interest as soon as possible.

In a professional situation, they must **make decisions with WPO interests in mind**, never on the basis of their personal interests.



Fraud

All employees must **comply with all internal procedures**. They must raise awareness among their colleagues and external or occasional co-workers about the risks of fraud, specifying the rules to follow, as well as every individual's rights and duties.



Money laundering

All WPO employees must **report any suspicions** to their line manager.

They must conduct or delegate the conduct of an **integrity check** of their business relations, prior to any commitment, to verify that these are legitimate activities and that the money does not come from or does not fund illegal activities or sources subject to international sanctions.



Anti-competitive practices

All employees must **avoid contact with a competitor that could suggest there is an inappropriate form of agreement**.

They must inform their line manager promptly if they have received or accidentally used confidential information concerning competitors.



3

Encouraging communication and dialogue with stakeholders

WPO values communication with its internal and external stakeholders.

Board of Directors meetings

There is a **monthly meeting of the Board of Directors** to discuss major events and company projects.

We have **employee representatives** that insure the connexion between the Board of Directors and the employees.

Employees are involved in the decision-making process. They can submit their comments and suggestions through company's procedures.



Employee satisfaction survey

Employee Satisfaction Survey is conducted every year. The questionnaire is intended to draw up a **collaborative assessment** on subjects such as the atmosphere at work, pay and remuneration, development, technologies and tools, recognition and feedback, management, strategy and vision and the future.

The objectives are to pinpoint and explain :

- Employees sources of satisfaction and dissatisfaction in order to find ways to improve in line with their expectations.
- The difference between employees' view and management's view of the company.

This social climate survey enabled us on the one hand, to make a **diagnosis** (what's OK and what's not) and, on the other hand, a **prognosis** (what are the causes, and from there, how to remedy them).

Internal communication

This year, an **internal communication survey** was conducted to understand employees' needs in terms of the types of internal information they need, the frequency with which they want to receive the information and the preferred format.

The results showed that the majority of WPO employees want to be informed about the three following topics once per month via email :

- Current and future company projects,
- New clients and partnerships
- Message from the leadership.

Therefore, every month an email is sent to all the employees informing them on these three subjects.



Our Achievements

3 Encouraging communication and dialogue with stakeholders

Staff meetings and teambuildings

At least once a year, the teams from each business unit or country get together, either for teambuilding or to celebrate the end-of-year festivities together.

These get-togethers strengthen our **interconnectability** and **cohesiveness**, because even if WPO's employees are scattered across 45 staff locations, our systems and use of Teams makes us a uniquely integrated and cohesive organisation.



External communication

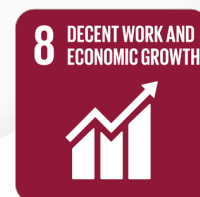
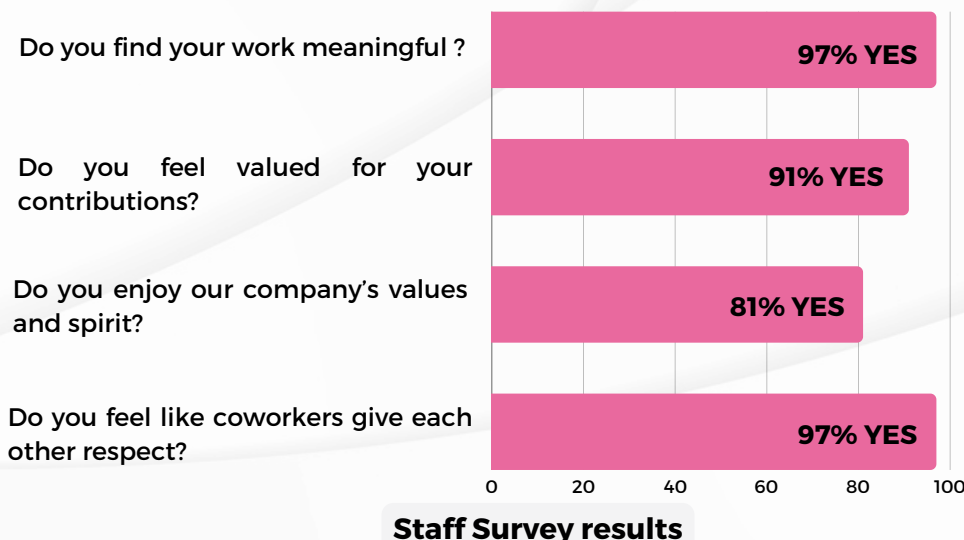
Concerning external communication, we publish at least one post per week on **LinkedIn** to keep our external stakeholders up to date with company news.

We provide **monthly reporting to our clients**.

We have a monthly meeting with **Operations and Maintenance contractors** and quarterly **HSE meetings**.



Key figures



4

Ensuring secured management of third party's information

The protection of personal data is fundamental to WPO.

GDPR Compliance

At WPO, we have a formal publicly available **Data and Privacy Policy**.

All the employees must sign the **GDPR notice** at the time of their hiring.

We make all users aware of information collected, length of time it is preserved, how it is used, and whether and how it is shared with other entities.

All customers have option to decide how their data can be used.

Finally, WPO's all email list building and email marketing strategies are GDPR compliant.



Cyber security awareness and prevention

We work with various service providers to ensure information security and to raise employee awareness.

Thanks to **Olfeo**, at least once a month, all the staff receive an e-mail giving access to short awareness-raising **videos** and **quizzes** enabling them to learn more about good practice in using information technology securely.

Our IT team uses **Cybercoach** to educate and train employees in cyber risks, by putting them in situations. The aim is to programme simulated attacks in order to assess the level of human vulnerability within the company and to support employees at risk.

Finally, we use **Vade** to analyse emails in order to **block malicious content** and **phishing emails**.



Key figures



12

Internal phishing campaigns launched to raise employee awareness



11

Issued cybersecurity trainings in 2023

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Our Ambitions for 2024



Our ambition is to strengthen our commitment to Corporate Social Responsibility (CSR). We are convinced that CSR is a lever for performance and differentiation that enables us to meet the expectations of our stakeholders and create shared value.

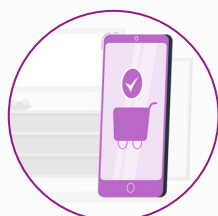
Following on from what has already been put in place in 2023, here are **our ambitions for 2024** :

- **Reduce our carbon footprint** by promoting low-carbon transport, continuing our efforts to optimise our IT infrastructure and continually raising our employees' awareness of eco-gestures.
- **Offset unavoidable CO2 emissions** by supporting renewable energy projects.



- **Join the Global Compact**, the United Nations initiative that promotes ten universal principles relating to human rights, international labour standards, the environment and the fight against corruption.

- **Increase our EcoVadis score** by improving our practices and our evidence on the four themes assessed: environment, social, human rights, ethics and responsible purchasing.



- **Develop responsible purchasing** by integrating environmental and social criteria into our supplier selection and evaluation processes.

- **Raising awareness**, training and supporting employees in the transition to more responsible practices, by providing them with the necessary information and recognising their contribution.



CONTACT US

We hope this report has given you a **better understanding of our company** and our **CSR approach**. We invite you to send us your comments, suggestions and expectations so that together we can build a lasting partnership at **WPO_HSEQ@wpo.eu**.

Thank you for your trust and interest in WPO.