

**ENVIRONMENTAL
SOCIAL AND
GOVERNANCE
REPORT**

2023

CONTENTS

Our Focus

We are committed to delivering advancements in carbon reduction to achieve our goal of reaching net zero by 2050 and prioritise sustainability across all sectors in which we operate.

Environmental

We aspire to continuously improve the way each of our diverse business units operate to decrease our carbon footprint and minimise our overall environmental impact on the planet.

Social

We strive to enhance the future prospects of our employees, the local communities we interact with and our wider stakeholders by upholding an environment where solutions to issues presently can be openly challenged.

Governance

We maintain the highest standards of business integrity by reviewing and challenging behaviours to ensure that we operate with an ethos that is consistent across our expanding portfolio.

Next Steps

We outline our ESG and sustainability related goals for the future.

OUR FOCUS

Push Investment Group is uniquely positioned to positively impact the current climate emergency through supporting reforms in the sectors in which we operate. Presently, we are active in the design and construction of housing, the energy generation market, the development and construction of renewable energy generating assets and the development of carbon reducing technologies. Our expertise across these diverse industries aim to prioritise sustainability and low carbon improvements.

In this report we have committed to disclose information relating to 34 of the 55 metrics and disclosures published in September 2020 by the World Economic Forum. We are able to align our mainstream business reporting on performance with Environmental, Social and Governance criteria to illustrate the extent of our sustainable value creation for all stakeholders.



ENVIRONMENTAL

We actively pursue sustainability through ensuring that our procedures examine the potential environmental risks of our operations and seek to mitigate those risks in a professional and suitable manner.

This year, our CO2 emissions saving of 201.747 tonnes equivalates to planting 7,210 trees. Converted to acres, this area would encompass 144.2 acres, which is equivalent to 208 tennis courts or 144.2 football pitches.

Our passion for the environment is further conveyed through our housing developments, as all our properties feature low carbon technologies. We endeavour to continually reduce our portfolio's carbon footprint. This year, we installed 71 Air Source Heat Pumps (ASHPs) and 21 water butts on downpipes across our developments, contributing to energy and water savings. Additionally, we planted approximately 4,200 trees and shrubs, enhancing biodiversity and green spaces. Through these actions, we aim not only to create sustainable homes but also to promote environmental stewardship and conservation. Our commitment extends to retaining approximately 24,000 square meters of open space, fostering habitats for wildlife and providing residents with access to nature within our communities.



ENVIRONMENTAL METRICS

The World Economic Forum promotes a total of 16 core and expanded metrics which are situated beneath the Pillars of developed ESG recommendations.

Currently, we disclose information which corresponds to 13 of these endorsed Environmental metrics:

- Fine particulate matter
- Fresh water consumption in water stressed areas
- Greenhouse gas (GHG) emissions
- Impact of air pollution
- Impact of fresh water consumption
- Impact of land use
- Impact of solid water pollution
- Land use and ecological sensitivity
- Nutrients
- Resource circularity
- Single use plastics
- Task Force on Climate-related Financial Disclosures (TCFD) aligned

FINE PARTICULATE MATTER (PM2.5)

We mitigate the release of particulate matter (carbon, sulphates and nitrates) on our housing and solar development sites by limiting vehicle authorisation and substituting fuel powered welfare units for solar powered welfare units. The PM2.5 background concentration in Colchester where our head office is located is 10.27 $\mu\text{g}/\text{m}^3$.

FRESH WATER CONSUMPTION IN WATER STRESSED AREAS

We measure and monitor our water consumption to ensure we responsibly utilise this resource. Across our operation sites approximately 226m³ of water was consumed. Our Tollgate office consumes approximately 157m³ of water per quarter.

GREENHOUSE GAS (GHG) EMISSIONS

Operating within the renewable energy generation industry we strive to continuously deliver net zero carbon improvements. Our solar panels generated 4 MWh of electricity between January to December 2023, equal to a saving of approximately 4,825 tonnes of CO₂ emissions.

IMPACT OF AIR POLLUTION

We decrease the release of nitrogen dioxide (NO₂) from vehicle emissions as our directors use sustainable energy with an expanding fleet of electric Teslas when commuting. All our other company vehicles use class A2 diesel with a low sulphur content of 0.001% (10ppm).

IMPACT OF FRESH WATER CONSUMPTION

Our impact on fresh water consumption is limited as we hire reusable water bowsers for operational sites and only apply for a temporary building supply of water when it is essential due to varying site scopes.

IMPACT OF LAND USE

The overall area of land used or affected by our operations is estimated to be 144 acres, which covers both housing and solar developments. The number of ICUN red list species present in areas used or affected is zero.

IMPACT OF SOLID WASTE DISPOSAL

We recycle all Waste Electrical and Electronic Equipment (WEEE) items to lower our carbon footprint and reduce the quantity of waste disposed at landfill sites.

IMPACT OF WATER POLLUTION

We properly collect and treat any water waste produced during the fulfilment of our projects to restrict the release of toxins and shield against the pollution of water.

LAND USE AND ECOLOGICAL SENSITIVITY

We safeguard against harmful levels of disruption to local ecosystems in the delivery of our developments by undertaking reptile and other ecological surveys. The results of these surveys inform if any special treatments are required. We carry out all ecological mitigation required as a result. We customarily seek planning permission for brownfield sites or areas of rough grassland that possess no distinguishing features.

NUTRIENTS

The tonnes of phosphate (PO_4^{3-}) and nitrogen (N) used or produced by Push Investment Group is zero, as we are situated within the renewable energy industry which combats the combustion of fossil fuels.

RESOURCE CIRCULARITY

The reuse and reintroduction of materials back into our value chain prevents items from being turned into waste. We pride ourselves on how resources are purchased, ensuring they are efficiently utilised across our operations.

SINGLE USE PLASTICS

We tackle single-use plastic at our Tollgate office through employing CSH Environmental Ltd, who divert approximately 98% of all waste collected away from landfill with their state of the art recycling centre. We have introduced further recycling points within our office environment recycling single paper cup use.

TASK FORCE ON CLIMATE-RELATED DISCLOSURES (TCFD) ALLIGNED

We fully support the climate change targets outlined in the Paris Agreement to;

- Achieve net zero emissions before 2050
- Pursue efforts to limit warming to 1.5°C
- Limit global warming to well below 2°C above pre-industrial levels

Building on the outcomes and momentum of COP 26 in Glasgow 2021, nations are expected to demonstrate at COP 27 that they are in a new era of implementation by turning their commitments under the Paris Agreement into action. Push Investment Group will observe any developments which arise from COP 27 this year and implement accordingly into our portfolio.

ENVIRONMENTAL CHAMPION

Our Environmental Champion, Kiera, promotes sustainable and environmental improvements as well as best practice across the group. We are kept updated on the latest Environmental news and events through our Champions monthly bulletin.

Throughout 2023, Kiera has distributed resources and information from multiple Environmental charities, such as Essex Wildlife Trust, to notify all members of staff on how their participation could make all the difference. by highlighting the Plastic Free July to Net Zero Week, the group is encouraged to engage in experiences which benefit our local environment and the planet concurrently.

For 2024, Kiera intends to advocate the Big Energy Saving week that takes place from 17th-23rd January and Stop Food Waste day on Thursday 27th April.

KIERA-LEIGH WEST

Push Resources - Receptionist



SOCIAL

We actively strive to balance purpose and profit to positively impact our employees and local charities through offering a volunteering scheme, which awards individuals with two volunteering days a year for a charity of personal choice.

Among local communities our housing developers, Arbora Homes and Marfleet and Blyth, have 140 low carbon homes in development which will generate a saving of 84 tonnes of CO₂ each year.

We seek to ensure the working conditions and welfare of our employees and those of our contractors uphold the UK legal standards. Furthermore, our Employee Well-Being Champion and Volunteering Champion aid supportive improvements.



SOCIAL METRICS

The World Economic Forum advocates a total of 14 core and expanded metrics which are situated beneath the People Pillar of developed ESG recommendations.

Presently, we disclose information which corresponds to 12 of these endorsed Social Metrics:

- Discrimination and harassment incidents and total amount of monetary loss
- Diversity and inclusion
- Gender pay equality
- Grievances and impact
- Health and safety
- Living wage
- Monetised impacts of work-related incidents on employees
- Number of unfilled 'skilled' positions
- Risk of incidents of child and forced labour
- Training provided
- Wage level
- Well-being

DISCRIMINATION AND HARASSMENT INCIDENTS AND TOTAL AMOUNT OF MONETARY LOSSES

Our Company retains a rate of zero discrimination and harassment incidents thus the total amount of monetary losses as a result of legal proceedings associated is zero.

DIVERSITY AND INCLUSION

The percentage of our employees categorised by gender is 70% male (61 individuals) and 30% female (26 individuals). The percentage of employees classified by ethnicity is 78.2% White British/English/Welsh/Scottish/Northern Irish, 3.4% White Other, 4.6% Asian/Indian/Asian British, 1.1% Asian/Pakistani, 2.3% Other/Multiple Ethnic Group and 3.4% prefer not to say. The percentage of our employees categorised by age is 9.2% 18-24 years old, 33.5% 25-34 years old, 27.6% 35-44 years old, 20.7% 45-54 years old, 8.0% 55-66 years old.

GENDER PAY EQUALITY

We operate a Same Role, Same Pay policy regardless of gender, therefore the mean pay gap of basic salary and remuneration of full-time employees based on gender is zero.

GRIEVANCE AND IMPACT

We disclose the number of grievances reported is zero and the total percentage of our operations which have been subject to human rights review is also zero.

HEALTH AND SAFETY

Push Investment Group recorded zero high consequence work-related injuries and our accident log book disclose zero work related injuries.

LIVING WAGE

The entry level salary at Push Investment Group exceeds the national Living Wage £10.42 (from April 2023), therefore no employee receives payment below this rate.

MONETISED IMPACTS OF WORK-RELATED INCIDENTS ON EMPLOYEES

The monetised impact of work-related incidents upon the organisation was zero incident's reported.

NUMBER OF UNFILLED 'SKILLED' POSITIONS

Push Investment Group had zero unfilled skilled positions throughout 2023.

RISK OF INCIDENTS OF CHILD AND FORCED LABOUR

We are committed to ethical practices and our Modern Slavery Policy supports this pledge. The number of operations and suppliers considered to have significant risk of child or forced labour is nil. We assess all current and new members of our supply chain prior to engaging with them to ensure our commitment is upheld.

TRAINING PROVIDED

On average each of our employees completed 15 hours of training, which consisted of e-learning, in house training and in person external courses during the year.

WAGE LEVEL

All of our staff receive twice yearly appraisals where we ensure pay is relative to work carried out and reflects market conditions, presently our standard entry level wage exceeds local minimum wage and our average wage increase during this year was 14.1%.

SOCIAL CHAMPIONS

Our Well-Being Champion, Jeff elevates the importance of employees' welfare across the group and is a point of contact and confidante for staff members. Whilst our Volunteering Champion, Abbie raises awareness of the two days a year we offer to employees' to volunteer for a charity of personal choice.

JEFF BROWN

Push Power - Lead H&S and Business Support



ABBIE COOPER

Push Power - Project Support



GOVERNANCE

We will dependably uphold the highest standards of business integrity and act in good faith whilst enforcing all contracts robustly and acting in the best interests of all stakeholders.

Our directors utilise sustainable energy with electric cars when commuting to our Tollgate office. In over a year 5 electric cars on the road can save an average of 10.5 tonnes of CO₂ comparable to 2 return flights from London to New Zealand.

Moreover, our directors are often invited by local universities to guest lecture, sharing experiences within the renewable energy and property industries with enrolled students. In this way we are able to bring real life examples of how the sectors in which we operate can be shaped with the future generation.



GOVERNANCE METRICS

The World Economic Forum supports total of 13 core and expanded metrics which are situated beneath the People Pillar of developed ESG recommendations.

Presently, we disclose information which corresponds to 9 of these endorsed Social metrics:

- Anti-corruption
- Board composition
- ESG in capital allocation framework
- Impact of material issues on stakeholders
- Material stakeholders buy-in
- Monetary losses from unethical behaviour
- Process for engaging stakeholders
- Progress against strategic milestones
- Setting purpose

ANTI-CORRUPTION

All governance body members and employees engage in an online Anti Bribery and Corruption training assessment at the start of employment to raise awareness and comprehension of the group's related policies and procedures. This training is completed annually. The total number of incidents of corruption confirmed during the current year is zero.

Our Board are chartered professionals in their particular speciality. This rigorous ethical and anti-corruption training ensures they uphold the highest standards of integrity and compliance, fostering a culture of accountability and trust within our organisation.

BOARD COMPOSITION

STUART BRADSHAW
CEO



PAUL BLYTH
DIRECTOR



RODNEY BAKER-BATES
CHAIRMAN



ESG IN CAPITAL ALLOCATION FRAMEWORK

Our governing body considers environmental, social and governance issues when overseeing major capital expenditures, acquisitions and divestures at quarterly board meetings.

IMPACT OF MATERIAL ISSUES ON STAKEHOLDERS

We selected seven stakeholder groups (Clients, Employees, Owners, Investors, Local Communities, Suppliers and Regulatory Agencies) who provided feedback on their priority material issues:

- Climate change
- Diversity and inclusion
- Economic performance
- Employee health, safety and wellness
- Governance and ethical conduct
- Human rights
- Local community development
- Management relations
- Responsible sourcing
- Transparency and reporting

This feedback will enhance our ability to deliver against shared sustainability aims and goals for 2023 as material issues are reassessed every year.

MATERIAL STAKEHOLDER BUY-IN

The percentage of each stakeholder group that is aware of the company's stated purpose is as follows:

- 82% of Clients
- 95% of Employees
- 98% of Owners
- 78% of Investors
- 65% of Local Communities
- 70% of Suppliers
- 75% of Regulatory Agencies

MONETARY LOSSES FROM UNETHICAL BEHAVIOUR

Push Investment Group have incurred no monetary losses from unethical behaviour. This includes no legal proceedings associated with: fraud, anticompetitive behaviour, malpractice, insider trading, anti-trust or market manipulation.

PROCESS FOR ENGAGING STAKEHOLDERS

Our approach to stakeholder engagement is ongoing and effective as we provide transparent and timely information and actively encourage feedback.

We utilise several initiatives to promote open, two-way communication between Push Investment Group and our stakeholders which include; project specific community engagement plans, tender debrief sessions and an annual general meeting.

PROGRESS AGAINST STRATEGIC MILESTONES

We achieved two out of the three strategic milestones set last year which applied to our building and solar construction for 2022. For the year ahead we have a target to build solar projects totalling 30MW and secure 3 new housing sites.

SETTING PURPOSE

Our group's setting purpose is to lead the industries in which we operate to drive the transition towards net zero carbon, whilst generating social and economic value for our stakeholders.

EQUALITY, DIVERSITY AND INCLUSION CHAMPION

Our Equality, Diversity and Inclusion (EDI) Champion, Parisa, actively advocates a diverse, supportive and inclusive workplace culture at Push Investment Group. The latest EDI news is regularly communicated through our Champions bulletin as we participate in events like Black History Month and National Inclusion Week.

PARISA SHAHNOOSHI
ARCHITECT



NEXT STEPS...



Push Investment Group aspire to incorporate a Green Ribbon initiative to tie together our solar and housing projects. We will strive to supply solar ready housing and install EV charging points on housing developments to support the UK's clean energy transition.

RELATED DOCUMENTS

To support our report, Push Investment Group disclose documents that correspond to various ESG elements, which exhibit our genuine commitment to these significant issues.

- Anti-bribery & Corruption Policy
- Corporate and Social Responsibility Policy
- Environmental Policy
- Equal Opportunities and Diversity Policy
- Ethics Policy
- Health and Safety Policy
- Modern Day Slavery and Human Trafficking Policy
- Whistle Blowing Policy
- Well-being Policy

If any further information is required, please contact our HR Department.

STUART
BRADSHAW

CEO

PAUL
BLYTH

DIRECTOR

RODNEY
BAKER-BATES

CHAIRMAN