



*Our people
create endless
possibilities*



CSR Report

Altrad Integrity Services
Reporting Year - 2024

In February 2025, Altrad acquired Stork Technical Services UK Limited. From this point forward, the entity will be referred to as Altrad Integrity Services Limited (AIS).

AIS is committed to aligning with the United Nations Sustainable Development Goals (UN SDGs) and adopts the Global Reporting Initiative (GRI) Standards as the framework for its reporting practices.

At present, the majority of information presented in this report remains unverified by external parties. As AIS's reporting processes mature, we intend to implement third-party verification and formally submit reports in accordance with GRI standards.

CONTACT

Thank you for taking the time to explore Altrad Integrity Services Limited's (AIS) CSR Report.

We appreciate your interest and engagement.

For any questions or feedback regarding the content, please contact us directly at ais-info.uk@altrad.com.



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Contents

01. Introduction	04
02. People	06
03. Planet	14
04. Clients	18
05. Shareholders	22
06. Conclusion & Appendices	24





2024 has marked a pivotal chapter in AIS's journey. Amidst a dynamic oil and gas landscape and an accelerating shift toward energy transition, we've embraced change as a catalyst for innovation and resilience. Our proactive strategies and unwavering focus have not only strengthened our business but reaffirmed our values, centered around people, clients, the planet and shareholders.

In this year's CSR Report, we proudly highlight the milestones, challenges and growth that defined our progress. Through the continued expansion of our employee engagement platform DRIVE (*Development, Recognition, Inclusion, Voice and Engagement*), we've deepened our commitments to safety, environmental integrity and stakeholder value.

Leading with Purpose

AIS has shown exceptional leadership across all levels of the organisation. Our senior management and business leaders have actively championed the principles that position us as an industry benchmark. These values have shaped our interactions with employees, clients, suppliers, local communities and the broader industry, fostering trust, strengthening partnerships and reinforcing our positive impact.

Navigating Change with Resilience

Despite our recent acquisition, our commitment to transparency and collaboration has remained unwavering. The leadership team has prioritised communication and engagement, ensuring that our internal and external stakeholders remain informed, reassured and aligned with our vision. This approach has helped preserve our culture while enhancing our organisational cohesion.

Sustainability at the Core

Sustainability continues to be the foundation of our operations. Our initiatives are strategically aligned with the United Nations Sustainable Development Goals and our approach to corporate responsibility reflects a genuine dedication to ethical, inclusive and sustainable business practices.

Our Corporate Social Responsibility Pillars

We showcase our impact and aspirations through the following CSR focus areas within our DRIVE platform:

- **Diversity, Equity, and Inclusion:** Fostering an inclusive workplace that celebrates diverse perspectives and equitable opportunities
- **Sustainability and Energy Transition:** Advancing responsible energy practices and embracing innovations that support a greener future
- **Developing Young People:** Empowering the next generation through mentorship, education, and career-building opportunities
- **Community Involvement:** Engaging with local communities to create shared value and meaningful partnerships
- **Healthy Working Lives:** Promoting wellbeing, safety and a supportive work environment across all operations

Shared Success

Our journey is one we go on together, with our people, clients, communities and stakeholders. Each step is a testament to the collective commitment that fuels our progress. As we reflect on 2024, we recognise not only what we've accomplished but the lessons that continue to guide our future.

AIS remains dedicated to leading responsibly, adapting with purpose and delivering excellence through sustainability driven service. We're proud of where we've come and even more excited for where we're headed.



Steve Hunt

UK Regional Director



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

About Us

We are the leading provider of infrastructure services.

Our people are empowered to shape the future of our business. We turn ideas into reality, to transform our nations critical infrastructure for the better.

We solve some of the most critical challenges to enable our nations vital assets to operate safely and sustainably. We always deliver on our commitments, even when faced with the most demanding of circumstances.

Our approach is simple, we are a proactive business who strives to be the best we can be, for our people, our clients and our communities.

With over 1,800 talented people and a heritage of continuous innovation, we provide the full spectrum of critical services including consulting, design, engineering, construction, asset life optimisation through to decommissioning for industries both onshore and offshore.

Our Values



Respect

We treat people with consideration, regardless of their position. We conduct our business in accordance with exemplary standards of transparency, integrity and honesty. We hold a deep sense of responsibility towards all of our stakeholders and the environment we work in.



Solidarity

Solidarity is about teamwork and reliability. We collaborate and contribute to the different projects we undertake together by sharing ideas and opportunities, knowledge and resources.



Courage

We are eager to reach out beyond new boundaries and we are willing to explore innovative ways of thinking and working.

What we do is therefore not easy; we are entrepreneurs and thus take risks and challenge ourselves all the time.

Our objective is always to achieve the best outcome despite the difficulties.



Humility

We are open to differing points of view and are convinced that we can learn from anyone, anywhere. We always act and lead in a manner that expresses a spirit of inclusion. We learn from mistakes and successes in equal measure and, above all, we never underestimate our competition. For every project, we seek and provide honest feedback to reach our goals by continuous improvement.



Conviviality

Every day we try to create a work environment that reflects the spirit of our teams, based upon commitment and open-mindedness. Together, we know how to share and to collaborate in a convivial spirit. We also celebrate success and combine functional excellence and crossfunctional teamwork to produce exceptional ideas and results.

Our priority UN SDG Goals

While AIS supports all 17 SDGs, our direct ability to influence is greatest in the following:





People

As an employer, we recognise that people are at the heart of everything we do, from the expertise they contribute to the meaningful relationships that shape our culture and community. Our employees are essential to our success and we are committed to fostering an environment where they find purpose in both their workplace and the impact of their work.





Our commitment is to provide our people with a purposeful career in a supportive, high-performing and inclusive working environment.

AIS has cultivated a thriving culture built on teamwork, mutual respect and authentic care, an environment where individuals feel empowered to share their needs, aspirations and preferences freely. This culture isn't accidental; it's the result of deliberate actions and ongoing commitment. We proudly celebrate those who actively shape and strengthen this inclusive workplace, recognising their contribution to a transformation that continues to redefine who we are.

Year after year, we've seen measurable progress from rising employee morale, greater collaboration across teams to improved retention are clear indicators that our values-based approach works. Our people consistently go above and beyond, not only lifting one another and serving our clients with dedication, but also making meaningful contributions to the communities where we live and work. Corporate Social Responsibility is more than a checkbox for AIS; it's interwoven into the fabric of our organisation.

A major driver of this positive impact is our award-winning employee engagement platform, DRIVE (*Development, Recognition, Inclusion, Voice, and Engagement*). By expanding its reach and seamlessly integrating it with our HSEQ initiative, Safer Together, we've enabled our CSR team to recalibrate strategies around the passions and priorities of our workforce. This alignment ensures that everyone has a voice in shaping how we give back and grow together.

Our efforts are channelled through four strategic CSR pillars, each reflecting the heart of our collective mission:

- **Sustainability, Decarbonisation & Energy Transition**
Championing environmental responsibility and embracing the shift toward a greener future.
- **Community Involvement**
Strengthening ties with our communities through active engagement and support.

Developing Young People

Investing in the next generation by fostering opportunities for growth, learning, and career development.

- **Healthy Working Lives**
Promoting physical, mental and emotional wellbeing across every part of our organisation.



HSEQ Team conducting a Litterpick



Celebrate Aberdeen with Clan Cancer Support



Chapter One Online Reading Support





Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Safety

The safety of our people and the environment is an embodiment of our culture. It emphasizes that safety is a collective effort and decision, one that we make every day across every task we are responsible for.

Our people embody our culture, leading by example in every environment, onshore or offshore, wherever we operate. Safer Together is how we believe safety at the workplace is achieved. Our policies and procedures, which are guided by ISO 45001 and ISO 9001 standards, are a reflection of these values, through the diligence of our people we have over the years maintained exemplary safety records. As a business we are committed to continuous improvement which may be led by internal or external interventions. We are proud of our successes and take responsibility for our improvements.



Within our safety culture we promote the active recognition by staff members of best practice which is achieved through our safer together nomination programme. This continues to grow strength to strength, improving overall engagement while further embedding the safety culture across the UK business as a whole.

Our workforce, including contractors, is a crucial part of our identity as a business. We believe that ensuring our people work in safe conditions is essential for delivering critical solutions to our clients. It is paramount that they return safely to their families. We promote a culture of safety, engagement, and inclusion, which is embedded in our HSEQ policies and supporting procedures. This approach helps us continually improve our ways of working and our procedures across all our operational functions.

Safety Metrics	2024	2023
Fatalities	0	0
Lost Time Injuries (LTI)	3	0
Medical Treatment Case (MTC)	1	2
Restricted Work Cases (RWC)	5	7
High Potential Incidents (HIPO)	7	4
HiPo Incident Rate (per 200,000 man hours)	0.32	0.20
DART Incident Rate (per 200,000 man hours)	0.36	0.35
TCIR Incident Rate (per 200,000 man hours)	0.41	0.45
Observation Cards Reported	11093	9012
Management site visits	128	148
Site Permit Audits	4612	4055
Site Recognition (Commendations)	355	335
Awards (Safer Together)	378	382

TCIR = Total Case Incident Rate.
DART = Days Away Restricted or Transferred
HIPO = High Potential Incident Rate

9%

Reduction of total case incident rates (TCIR), Days Away, Restricted or Transferred rates (DART) from 2023



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Diversity, Equity and Inclusion

AIS initiated our culture transformation journey back in 2020, emphasising the development of a people-centric and inclusive culture with a well-defined timeline that aligns with our aspirations.

Our 2024 strategy was clear - focusing on proactively implementing the insights gained and utilising feedback from our employees. Our goal, to move beyond mere education and awareness by making tangible changes in our workplaces. Through active engagement with employee feedback, we drive continuous improvement within the organisation.

Click on the images below to view our recent Gender Pay Gap Reports.



8.3%

More females employed within our offices since 2019

1,839

Staff entitled to maternity and paternity leave

80%

Of female staff returned to work following maternity leave

Key DEI Activities

The success of our DEI commitments were supported by a robust action plan which enabled existing activities to mature and the introduction of new initiatives, with a continued focus on our people and communities. Highlights include:

- Signing the EDIB Charter
- Gaining Disability Confident Employer Level 2 status
- ECITB Gold Charter status
- Inclusive Workplace Task Group
- Creation of 6 Employee Network Groups
- Multi Faith and Quiet rooms in our hubs

We continually find opportunities to build a network of support, encourage employees and help raise awareness through:

- Menopause Awareness Sessions
- Inclusive Leadership Sessions

- Neurodiversity Awareness, hosted by A-ND Scotland
- Employee Engagement Survey
- LGBTQ+ Awareness
- Dedicated employee representatives for our entire workforce

Refer to [Appendix 1](#) for further statistics.

Highlight activity:

In collaboration with the local Job Centre in Aberdeen, our goal was to build a meaningful connection to support individuals who are unemployed or at the early stages of their careers. In February 2024, we welcomed a group from the Job Centre to learn more about AIS and explore the opportunities available within our organisation.

We were impressed by the breadth of experience and the positive outlook shared during the session. Many participants had faced redundancy, were returning to the workforce after time away for various reasons or were seeking their first career opportunity.

We're proud to have progressed to interviews and even more delighted that this initiative has already led to successful employment outcomes.



Inclusion Week Session with the Stoltman Brothers



Grampian Pride



Aberdeen Job Centre



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices



Menopause Awareness Training



Neurodiversity Awareness Training



cHeRries Award - Rising Star Winner
Kristi Strachan, HR Advisor

Training and Development

Our industry is ever-changing, and as such, the business is committed to retaining and maintaining a skilled workforce. AIS has committed resources internally to support training and development, with the learning and development team spearheading actions that deliver staff training, be it internal or external.

Career development is entrenched in our performance monitoring process, with a performance and development (P&D) cycle embedded into each employee's progression annual appraisal review. The P&D cycle allows employees and their line managers to identify areas to develop and improve and discuss goals to strive towards throughout the year. For onshore, these are created at the beginning of the year and then reviewed by managers and employees in the middle of the year to ensure they are still relevant to their development and, subsequently, at the end of the year to ensure objectives have been achieved. For our field staff these are on a rolling basis throughout the year.

5,294

Training courses undertaken across the business

We have focused on succession planning within the organisation, completing this for our whole employee population to understand where our talent is and develop plans to ensure our organisation is not open to risk of individuals leaving key positions. Simply, we train, develop and retain our top talent.

Highlight:

2024 was a standout year for recognising the emerging talent within our organisation. In June, Kristi Strachan, HR Advisor, was awarded Rising Star at the prestigious cHeRries Awards, a testament to her unwavering dedication, not only to her role but also to the people she supports across the business.

Additionally, Jamie Shingler, Apprentice Rope Access Technician, received a Highly Commended recognition in the Apprentice of the Year category at the highly respected OEUK Awards. This honour reflects Jamie's commitment to his apprenticeship and the extra efforts he makes beyond his day-to-day responsibilities to enhance the workplace and support the local community.

These accolades are a reflection of the passion, drive and impact our rising stars bring to the organisation and beyond.

Furthermore, we participate in the ECITB active cup annually which allows individuals within the organisation to attend a high intensity project management challenge to develop skills within the industry that is needed including dealing with pressure and decision making throughout the 3 days, finishing with a presentation.

We are proud to be active members of the Engineering Construction Industry Training Board (ECITB), with our Regional Director, Steve Hunt, serving on the board. This valuable partnership enables AIS to collaborate on initiatives that strengthen industry-wide competency, training, and development opportunities.



Bramble Brae Primary School CSR Day



Career Ready Mentee with his Mentors



King's Trust Students

Future Generation

We see it as our duty to support the future generation. We believe every young person should be given the opportunity to kickstart a rewarding career and the development of young talent is key to helping fill skills gaps.

To solidify this commitment, we've worked with Developing the Young Workforce for over 7 years, developing both primary and secondary school partnerships. Both partnerships continued to flourish in 2024.

Beyond school partnerships, we work alongside:

- **Career Ready:** Now in its third year, our mentoring programme pairs employees with students to offer guidance and coordinate four-week paid internships. This initiative empowers interns to uncover their talents, develop valuable workplace skills and gain confidence in their abilities.
- **King's Trust:** Through this collaboration, we engage with participants to discuss employer expectations, deliver CV writing and interview workshops, while facilitating work experience placements and site visits. These efforts showcase the diverse range of career opportunities available and prepare young people for success.
- **Chapter One:** Online volunteering to support children in primary schools with their reading skills.
- **The Junction Foundation:** A newly established partnership through our Teesside hub, this initiative provides mentorship to young individuals. It

includes support with practical work experience and interview preparation, leading to success stories such as a young mentee securing full-time employment.

- **NesCol Scholars:** For the second consecutive year, we are proud to support NesCol's Scholarship Programme for Wind Turbine Technicians. By sharing industry insights and career pathways, we help scholars envision their future in this dynamic field.

We recognise the critical role of bringing new talent into the industry, not only to address resource challenges but also to make a lasting, positive impact on the communities where we operate. We are dedicated to continuously enhancing the skills and opportunities available to our apprentices, trainees and graduates. By fostering their growth, we ensure that every individual has the chance to build a rewarding and meaningful career.

- **Apprenticeships:** AIS's apprenticeship scheme is committed to fostering knowledge, enhancing skills and cultivating the right professional behaviours. The programme provides cross-sector training opportunities, equipping apprentices to thrive in industries such as oil and gas, rail, petrochemicals and power generation.

43.8%

Increase in apprenticeships since 2023

- **Graduate Programme:** Since its launch in 2012, our graduate scheme has offered recent graduates a structured 2-3 year programme designed to enhance their knowledge, develop their skills and valuable practical experience. This pathway supports graduates in building their careers and advancing within the company.

66.7%

Increase in graduates since 2023

- **Traineeships:** Designed for individuals from diverse backgrounds, encompassing recent graduates, individuals seeking a career transition and those eager to embrace new challenges. Trainees gain valuable offshore experience by working on our clients' assets in the UKCS, providing them with unique insights into the industry.

42.9%

Increase in traineeships since 2023

These initiatives have been instrumental in AIS achieving our Gold Investors in Young People and Gold Investors in People accreditations, along with numerous industry awards and recognitions across the UK.



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Supporting Our People

Our people are central to everything we do. We believe that when individuals feel valued, empowered and equipped to succeed, they become the driving force behind our success. From tailored development programmes and mental health resources to inclusive team cultures, we are committed to fostering an environment where everyone can thrive. Our investment in wellbeing, career progression and recognition reflects our belief that a supportive workplace isn't just good business, it's the foundation of long-term growth, innovation, and fulfilment.

WeCARE Colleagues:

WeCARE is more than a principle, it's a promise. It empowers our colleagues to be the reason someone feels seen, supported and heard. Through this initiative, trained mental health first aiders are equipped with practical resources, guidance and signposting tools to foster wellbeing and promote positive mental health. The programme has been embraced across every part of our organisation, with enthusiastic participation from offshore teams, office staff, base facilities, regional sites, senior management and our UK leadership team.

To date, its success has been a powerful testament to our people's commitment to creating a culture of care and compassion.

Employee Networks:

Our Employee Network Groups are driven by our people. These communities champion key areas including Men's Health, Women's Health, Early Careers, Working Parents & Carers, Armed Forces and Neurodiversity.

Since their launch, the groups have become platforms for connection, support, and education, helping to break down barriers and challenge stigmas across our workforce. By sharing lived experiences and fostering open dialogue, they're nurturing a workplace where inclusion, empathy and understanding thrive.

Employee Voice:

We're proud to have a robust framework of employee-led engagement, including well-established Employee Representative Groups. To ensure we're continually evolving and responding to our people's needs, we regularly gather feedback through Investors in People assessments, surveys and stay interviews. These tools allow us to measure progress and identify areas for improvement.

Recognition Awards:

Recognition is a vital pillar of our DRIVE framework and one that resonates with our people. Through our Take the Lead awards, we celebrate individuals who embody our values and consistently go above and beyond. These awards aren't just about achievement; they're about acknowledging the everyday excellence and impact our colleagues bring to their roles.

180+

WeCARE colleagues

200+

Employee Network Group members

1,500+

Take the Lead Awards in 2024



Employee Network Group Hosts



Annual Safer Together Awards



WeCARE Colleagues Training



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Supporting Our Communities

Supporting charities and local community initiatives remains at the heart of who we are. It's more than just a value, it's a commitment to fostering resilient, compassionate and inclusive communities where everyone has the opportunity to thrive.

Our approach combines generosity with action. By contributing time, financial resources and a wealth of professional skills, our volunteers are not only giving back, they're helping to shape a fairer, more equitable society. Their dedication echoes across neighbourhoods, sparking hope and tangible improvement in countless ways.

In early 2024, we took a significant step forward by launching partnerships with ten charities across the UK. These organisations were thoughtfully selected by our local branches and site teams, giving employees an opportunity to support causes that resonate with them. This grassroots approach fostered a deeper sense of purpose, pride, and ownership throughout the company.

From bake sales and sponsored challenges to mentoring sessions and environmental clean-ups, our teams showed remarkable creativity and passion in raising funds and delivering hands-on support. Many went above and beyond, advocating for these causes within their communities and using their skills to help build sustainable, lasting impact.

These charity partnerships span critical sectors including education, health and wellbeing, environmental protection and social welfare. Each collaboration reflects our core belief: that when people come together, they unlock real and lasting value.

Whether it's organising a community event, offering specialist expertise or simply showing up to lend a hand, our people continue to be a driving force for good. Their efforts serve as a powerful reminder that compassion and commitment are contagious and that change begins when we choose to care.

Clan Cancer Support's Business Development Manager, commented:

"The team at AIS have gone significantly above and beyond our expectations since embarking on a charity partnership with us in 2024.

From taking part in events to raise money for Clan, stepping in with volunteers when we really need them, donating clothes and generally flying the Clan flag – their support has been relentless.

"To raise nearly £45,000 for Clan in just one year is an amazing achievement which will make a solid impact across our organisation. We'd like to sincerely thank them for their commitment and passion for Clan and look forward to continuing and building on our partnership throughout 2025."

£75,000+

Donated to UK charities in 2024

1,000+

Hours volunteered in 2024



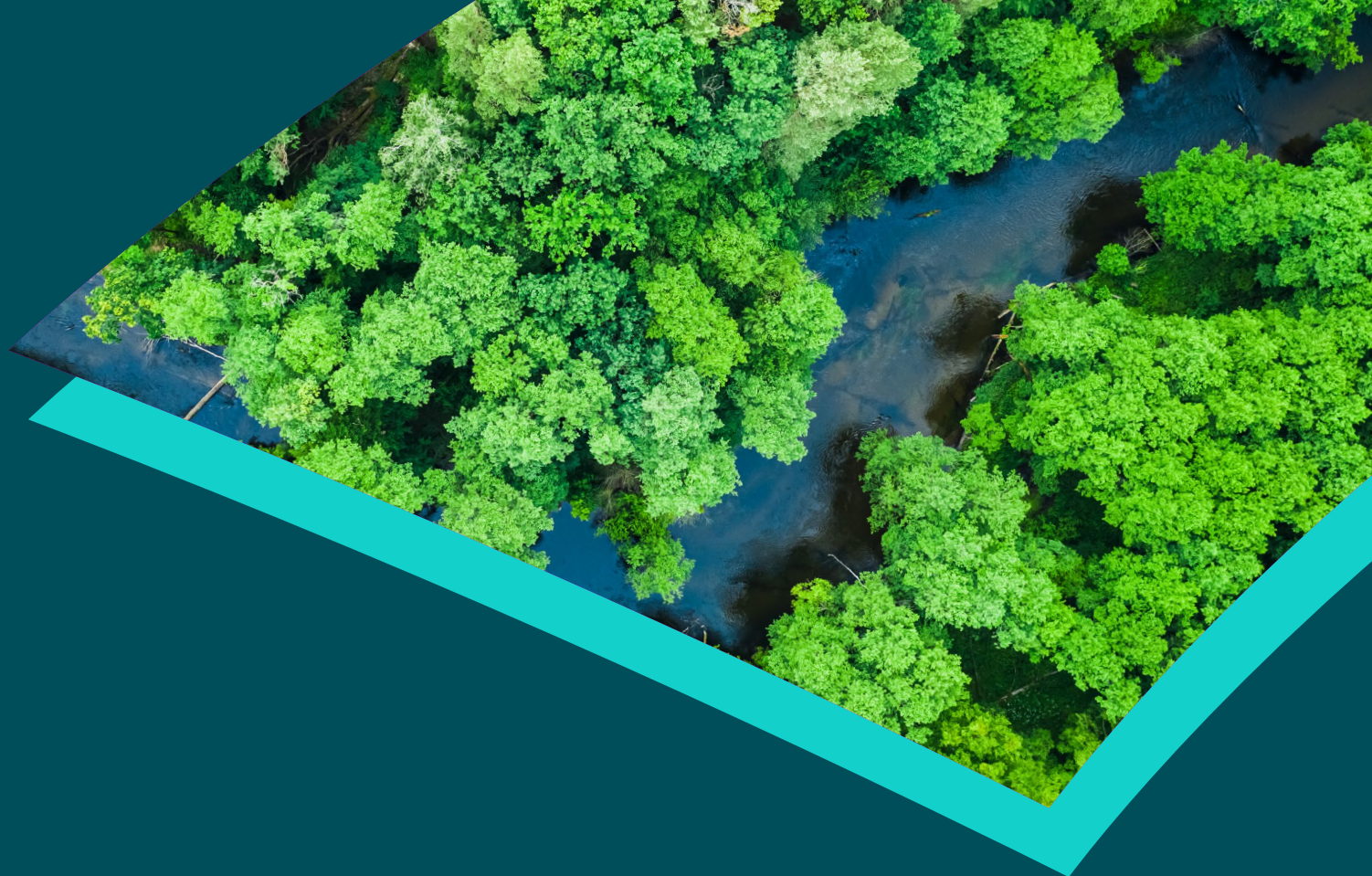
ConocoPhillips East Egg Appeal for Bloodrun EVS



Nufarm Team's Christmas Donation to St Andrew's Hospice



Aberdeen Kiltwalk in aid of Clan Cancer Support



Planet

As a responsible business, we take proactive steps to reduce our environmental impact through internal processes and by assisting clients in achieving their environmental objectives. Our policies and procedures translate this commitment into action, driving innovation through the selection and procurement of environmentally friendly materials.

3 GOOD HEALTH
AND WELL-BEING



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



13 CLIMATE
ACTION



15 LIFE
ON LAND



17 PARTNERSHIPS
FOR THE GOALS





We are committed to preserving the world for future generations by decreasing our own carbon footprint, by actively helping our clients to decrease theirs and by supporting the energy transition.

We are committed to ensuring our operations and services leave the lightest possible footprint on the environment. This principle is woven into every aspect of how we work. We recognise our responsibility in shaping and delivering solutions, across design, procurement and project execution, that prioritise environmental integrity.

Our approach embraces lifecycle thinking: from material selection to delivery processes and end-of-life waste management, every phase is guided by sustainability. This ethos is reinforced by our certifications in both ISO 50001 (energy management) and ISO 14001 (environmental management), reflecting our ongoing dedication to excellence and accountability.

Beyond our operations, we actively contribute to local conservation efforts. Through partnerships with regional and national charities, we support meaningful projects that protect and restore our natural environment, strengthening ties within the communities we serve.

Environmental Partnerships

We worked with Bug-life Scotland as part of their b-line project in the Aberdeen. Bug-life is the only charity in Europe dedicated to the conservation of invertebrates. With the natural environment critical to delivering balanced ecosystem functions. We participated in the clearing of dock weed from the meadow area of the Seaton

park. In the same vein, we volunteered with another conservation partner the River Dee Trust, which is a Scotland community charity with focus in improving the ecology and biodiversity in the River Dee and surrounding areas. With growing calls to tackle the issue around salmon numbers due to climate change related issues, supporting initiatives from the River Dee Trust. Such as the removal of the invasive Himalayan Balsam from the banks of the River Dee.

During our DRIVE week, we hosted a team from the River Dee Trust, this provided employees the opportunity to ask questions and look at partnership opportunities. Subsequently, we took part in a tour with the trustees to see a restoration project at Cattie Burn. This project fits into the larger vision of making the River Dee catchment more resilient.

Additionally, we took the opportunity to support the Bailies of Bennachie with clearing of vegetation and waste management of a section of the centre. Bailies of Bennachie is a voluntary conservation society with special interest in protecting the natural environment in and around the Bennachie. We also raised the UN global compact SDG flag to support UN SDG goal 15 and 17.

A particular highlight was an activity with our partner primary school Bramble Brae supported by our Harbour Energy Contract Team to educate and stimulate interest in



Centrica Contract Team Litterpick



Harbour Energy Contract Team Gardening Project



Wetlands Community Project





Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Emission Reduction through Energy Management

We increased our portfolio footprint with expansion of our Teesside office. This expansion meant the increased use of energy and electricity across our operations. Our integrated management system supports a structure to effectively manage changes and any associated risk. This consistent approach has allowed us to gradually build the culture of identifying opportunities that drive continual improvement throughout our processes and systems. Energy and wider HSEQ policies form the basis of our commitment with reduction targets for energy and electricity at all of our locations. The journey is one that continues with a greater focus now on Scope 3 emissions, as a business we have consulted with our external partners on building an action plan to map, characterise, and liaise with key stakeholders (suppliers) with influence and control over scope 3 emission elements on appropriate reduction strategies that deliver benefits to them, our clients and to AIS.

Energy consumption and associated greenhouse gas (GHG) emissions pose significant threats to both the planet today and future generations. Therefore, AIS has strategically examined various energy use pathways to drive carbon emission reductions throughout the business. We consistently track electricity, oil, gas, and commuting fuel consumption across our

sites, which form our Scope 1 and Scope 2 GHG emissions. Additionally, we track emissions related to business travel, contributing to our Scope 3 emissions linked to transportation.

As a business we have remained consistent with our approach to taking on cleaner options of electricity, we have extended renewable electricity contracts with our utility suppliers on sites where we have full operational control. This aligns with the UK's energy transition goals and the Sustainable Development Goals (SDGs) 9, 11, and 13

In order to ensure that we lower electricity consumption, there has been a business wide action on replacement and removal of energy consuming assets either at end of life or that have more energy efficient options. The IT team in 2024 replaced printers across the business and downsized our server infrastructure.

We further strengthened our commitment to promoting sustainable transportation, by promoting bike-to-work scheme through the DRIVE and Benefits platform.

80%

More employees used the bike-to-work scheme compared to 2023

The roll out of the EV charging station in 2023 was welcomed with more members of staff taking advantage of the facility within our premises.

25%

More employees used the EV charging stations compared to 2023

Considering that we have a significant amount of vehicles within our fleet, we are keen to consider options that make the fleet greener where that is practical for us as a business. This aligns with SDG goals 3, 9, and 11.

Following on with our approach with a carbon offset strategy, working with our partners carbon footprint, we identified three projects to support; restoration projects of degraded forest reserve in Ghana, Hydro-electric power project in Turkey and Wind Power Project in India. [Refer to Appendix 2.](#)

We increased our carbon offset efforts in 2024 with focus on Scope 1 and Scope 2 emissions. [Refer to Appendix 3 and 4.](#)

the natural world. We had a session with the children and we shared materials from natural Scotland week 2024 where the importance of wilding our outdoors was discussed and linked to support the of life of butterflies, birds and others.

By consistently upholding our company purpose within our local communities, various teams within the organisation actively participate in litter collection and maintenance tasks. This ongoing effort not only contributes to environmental conservation but also strengthens our presence and reputation within the local community over time.

In addition to the litter picks carried out during World Environment Day, we encourage staff to proactively seek opportunities for engagement in such activities. Recognising our wider UK geographical presence, beyond Aberdeen Head Office. We pursue partnerships with organisations aligned with our mission and vision. The Centrica Inspection team exemplified this by organising a successful litter pick at the Easington Terminal beach.

78

People participated in litterpicks for World Environment Day



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Water

Water remains one of the critical natural resources that we depend on during maintenance and testing operations, that our activities have the potential to directly impact. Hence the consistent approach in monitoring, maintaining and managing processes and assets that are directly linked to the use and disposal of water.

In 2024, we completed several emergency response drills including spill drills, this is intended to prepare and equip members of our workforce across our sites and on client sites with the tools and knowledge to deal with incidents regardless of scale when they occur. We are aware of our legal duties and ensure that our processes comply with the laws and permit requirements associated with our operation. This approach allows us to stay true to our mission. In line with SDG goals 6 and 14, we routinely monitor and measure water and waste water figures with the aim to identify losses that can be better managed and avoided to reduce the use of pressured water supply aquifers around our operational bases. [Refer to Appendix 5.](#)

49.1%

Decrease in water use compared with 2023

Waste

Our business involves delivering services to our clients, from our own operational sites as well as client sites and assets. The element of influence and control is one we take into consideration when we do business, this also has its place when we look at the life cycle of projects which in most cases involve the procurement, use, maintenance of material/asset and disposal at end of life. We play a central role in the life cycle process of not just the project but the material input that eventually become waste in the course of the project or at the end of a project. This therefore creates a significant responsibility on AIS during the project design and planning phases, the consideration of energy and environmental impact of materials utilised as we deliver services and operate is one we take very seriously. Our operation and waste management approach incorporates the circular economy and waste hierarchy methodologies. In the bid to be cost efficient while lowering our overall dependence we have continued to utilise

45%

Decrease in waste usage across our sites compared to 2023

our recycle and reuse centre which directly supports the scaffolding service we deliver to our customers.

We have aligned waste separation across our sites with legal requirements across the UK ensuring that while we stay compliant we also actively monitor and measure waste generated across our sites. This allows us to identify areas where improvements can be made across our process life cycle.

For AIS it is always part of our mission to add and deliver value, with a significant proportion of our assets utilised offshore for multiple operations, we have taken the step to seek and actively engage with the circular economy working group within OEUK. This group looks at best practice when considering managing, re-purposing or disposing assets at end of life.

Finally, we will always support initiatives that lower environmental impact.

In 2024, the facilities team made changes to our waste carrier across England in response to the legislative requirements covering waste separation. [Refer to Appendix 6.](#)

Sustainable Design

We aim to lead and support our clients through the different stages of the project cycle. Towards the end of 2024, we adopted the changes applied to the ISO 9001, 14001, 45001 and 50001 standards incorporating the consideration of climate change. This is to ensure that Climate Change issues are considered by the business in the context of the effectiveness of the management system, in addition to other issues. The aim is to ensure that this important topic is not overlooked.



Clients

Our commitment to service excellence drives our business. We collaborate with clients to maintain their assets, enhance performance and achieve corporate goals. Our specialised units assist a diverse client base in addressing the net zero challenge and transitioning to sustainable energy sources.





We are committed to optimising our clients' asset performance by providing site-based solutions supported by specialists, equipment and complemented by a suite of advisory services which include fabric maintenance, heating ventilation and air conditioning, rope access, mechanical and design.



Supplier Engagement

In response to interest from our clients and growing calls for standardising sustainability performance, we embarked on our first ever ECOVADIS assessment exercise. ECOVADIS is a globally recognised sustainability assessment platform that rates businesses across environmental, social and governance (ESG) factors. For AIS, it has provided an opportunity to formalise and standardise our journey with respect to a sustainability assessment methodology that aligns with global sustainability standards, providing us the opportunity to obtain external feedback which will inform further improvement actions and finally to afford our clients and prospective clients registered on the platform the visibility of our engagements relating to ESG. This exercise involved leaders within the business reviewing methodology requirements and supporting with evidence of compliance and conformance to requirements.

On completion of the exercise, we obtained a sustainability badge, indicating our commitment across ESG and offering us opportunities to further improve. With this was our first assessment run, we as a business are proud of the journey and consider this a step in the right direction especially in providing clients the confidence in our commitment to the shared interest in best practice and values which are at the heart of sustainability and sustainable development.



In delivering on being the industry reference every day and everywhere, we take pride in what and how we deliver services to our clients and our supply chain plays a critical role in this journey. It is a continuous learning and improvement process for us.

In 2024, we refined our purchasing policy, creating a sustainable framework aligned with AIS's HSEQ objectives, including trackable quantitative objectives. The updated policy has been shared with management to ensure integration into daily operations, to include factors like energy efficiency, carbon emissions, lifecycle costs, and innovative solutions.

We prioritise environmental sustainability in purchasing decisions by selecting recyclable, energy-efficient, and sustainable products and services. Our goal is to embed sustainability in decision-making, empowering employees to drive change. Sustainability is also integral to our supplier management, with all suppliers evaluated on Quality, HSE, Competence, Training, and environmental factors such as ESG,

CSR, and DEI. It is similarly embedded in our Tender Process through reviews of Energy Management and Sustainability practices. We believe that the collaborative efforts across the business to enhance engagement between AIS and our suppliers will only grow stronger as we continue this journey. [Refer to Appendix 7.](#)

Our commitment to clients goes far beyond our own premises. We actively support operations on their sites and assets, including dedicated leadership visits. These interactions are instrumental in strengthening relationships, promoting collaboration, and identifying emerging issues early, ultimately driving value across portfolios.



George Akers' visit to Exxon Fawley



Wayne Taylor's visit to the 473/B Rough Field



Steve Shirlaw presenting at Step Change in Safety conference

Engagement highlights:

- George Akers, HSEQ Director, visited the AIS team at Exxon Fawley Refinery. During his tour of the facility, George connected directly with onsite personnel and gained insights into ongoing worksopes.
- Wayne Taylor, HSEQ Manager – England, engaged with teams at the 473/B Rough Field as part of our company-wide safety engagement initiative. His focus was on evaluating team dynamics, fostering collaboration, and assessing safety culture in this remote yet highly committed environment.
- George, Wayne, and Stuart Gilfillan, Site Manager – ConocoPhillips, attended the ConocoPhillips Contractor Safety Forum:
 - Wayne and George opened the session by introducing key activities.
 - Wayne presented on Emotional and Cardiac Health, offering valuable perspectives on well-being in the field.
 - Stuart followed with a presentation on Radiation Safety. George concluded the forum, reinforcing our collective focus on safety, health, and shared responsibility.

At the heart of our approach lies a steadfast commitment to collaboration and partnership, both with our clients and across the wider industry. This dedication positions us as a leader in learning, innovation, and positive change, empowering us to deliver exceptional solutions that embody our vision: to be an industry benchmark every day, everywhere.

Spotlight on Safety Advocacy:

Our ongoing partnership with Step Change in Safety was highlighted during the Occupational Lung Disease and RPE Awareness Event, hosted by our HSEQ Advisor, Keith Jennings. The event brought together influential voices from across the health and safety landscape.

- Steve Shirlaw, HSEQ Manager – Scotland, delivered an impactful presentation titled “Resetting Clean-Shaven Requirements: A Contractor’s Journey”.
- Keith and Steve joined a distinguished lineup of industry leaders, safety experts, and RPE specialists who shared pioneering ideas, practical solutions, and meaningful insights throughout the morning.



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Innovation in Service Delivery

Our unwavering commitment to service excellence sets us apart. We focus on extending the service life of assets and maintaining infrastructure both onshore and offshore, delivering tailored solutions across the entire project lifecycle. By drawing on expertise across our business lines, we support clients in achieving long-term value.

As circular economy principles continue to shape the industry, we collaborate closely with internal stakeholders and clients to deliver efficient outcomes while reducing material impact.

As a learning organisation, we actively seek and embrace feedback. Celebrating success is important, but we equally welcome insights that help refine and elevate our service delivery.

Highlights:

- We have supported clients with industrial cleaning during shutdowns across multiple platforms in the North Sea delivering excellent service with no environmental incidents.
- Another noteworthy effort between AIS and one of our clients was the proposal to introduce aluminium tubes as part of our scaffolding operations which delivers health and safety, environmental and cost benefits to the clients.

- Through collaboration with clients and the expertise of our specialist teams and original equipment manufacturers, we successfully conducted the first Glendevon Vapour Blast trial onshore. This trial was mobilised to a client's asset in October 2024 for live testing which was successfully concluded in November 2024.



Glendevon Vapour Blast Unit

98%

Less dust created using this vapour blast equipment

External Recognition

Our business continues to thrive, earning industry and client acclaim for our unwavering commitment to service excellence. This recognition is not just a milestone, it's a catalyst. Through a strategic and inclusive approach, we bring together clients, colleagues and partners on a shared journey toward success in the communities and operational regions where we work.

By celebrating achievements and promoting collaboration, we create meaningful partnerships that drive continuous improvement and lasting impact across our business landscape.

Highlights:

- ConocoPhillips' Personal Safety Involvement Recognition Awards - four employees were presented with client recognition awards for their outstanding safety contributions at the site.
- Our ExxonMobil Fawley Site Team was honoured not once, but twice, with the prestigious 'Company of the Week' award, a testament to their exceptional contribution during the LionHeart Turnaround at the refinery and petrochemical complex.

This repeated recognition reflects the team's dedication, professionalism, and consistent delivery of excellence under demanding conditions. Their standout performance truly set the benchmark for service quality and operational success.



Client Recognition from Centrica



ConocoPhillips' Recognition Awards



ExxonMobil Fawley Site Team



Shareholders

Delivering value to our shareholders is critical to our success, through our approach we further strengthen this effort by leveraging our competencies and industry partnership in supporting and collaborating in initiatives towards Energy Transition, Community Involvement, Developing Young People and Healthy Working Lives.





Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

We are committed to delivering to our shareholders healthy, sustainable and predictable returns by delivering on our diversified and balanced strategic growth plan.

Business, Governance and Sustainability

As the energy industry evolves, AIS remains committed to supporting a just transition. We continuously assess market dynamics, balancing shareholder interests with sustainable growth. Our agility and responsiveness enable us to navigate change effectively.

AIS's strong financial performance has attracted market interest, reflecting our strategic risk management and resilience. We balance growth opportunities with risk mitigation, showcasing adaptability in a competitive environment.

To deliver shareholder value, AIS embeds robust business risk management across finance, project delivery, and contract management, aligned with internal procedures and global best practices. Our annual objectives, shaped through inclusive leadership engagement, reinforce our people-focused culture.

Future-proofing our business is driven by stakeholder engagement beyond traditional oil and gas sectors. By leveraging core competencies in new markets, we extend asset life and enhance long-term sustainability. [Refer to Appendix 8.](#)

Governance remains central to our strategy. AIS upholds ethical standards, best practices, and risk alignment across operations. Our commitment to equality and inclusion is reflected in leadership development and training initiatives completed in 2024.

100%

Compliance with Ethics Training

Two-way communication is key to our governance culture. Regular leadership meetings ensure upward information flow, fostering innovation and timely action. We take pride in our diverse leadership team and responsive approach to staff concerns.

AIS actively monitors national and international regulations, maintaining a dynamic risk profile that benefits both clients and the business. [Refer to Appendix 9.](#)

We further strengthened our commitment to Corporate Social Responsibility (CSR). The support of the leadership team has been instrumental in propelling the CSR engagement across our locations in the UK. This is evident in the financial commitment and range of impact driven activities that was facilitated by AIS, our clients and charity partners.

It has been an amazing year especially as we capture the involvement of our staff across the nation actively engaging in activities and causes close to their hearts. For us as a business, driving our interest through CSR into our local communities and building around initiatives by government and other stakeholders. It as an indication of our understanding our role as stakeholders in our local communities. [Refer to Appendix 10.](#)

Our partnership with our chosen charities we believe will grow from strength to strength as we continue on this journey.

200%

Increase in CSR expenditures compared to 2023





Conclusion & Appendices



Tees Business Awards



Annual Safer Together Awards



Awards and Recognition

- **Tees Business Awards**
 - Training and Apprenticeships - *Shortlisted*
- **Decom Mission Awards**
 - Emerging Young Professional - *Shortlisted*
- **Northern Star Business Awards**
 - Inspiring Futures - *Winner*
- **cHeRries Awards**
 - Rising Star - *Winner*
- **Cultural Transformation Project of the Year** - *Highly Commended*
- **OEUK Awards**
 - Apprentice of the Year - *Highly Commended*
 - Neighbour of the Year - *Shortlisted*
- **Annual Safer Together Awards**
 - Now in its 15th year, our company awards recognise the teams and individuals that have demonstrated an outstanding commitment to HSEQ, DRIVE and our values.
- Retained Gold Investors in People
- Retained Gold Investors in Young People
- Awarded Disability Confident Employer - Level 2
- Armed Forces Covenant - Bronze Award

Challenges and Future Goals

2024 marked a pivotal chapter in our journey, an exciting yet challenging period shaped by heightened market interest in the acquisition of our business. Throughout this process, we remained acutely aware of the uncertainty it brought to our people, clients, and broader stakeholders. In response, we embraced transparency and dialogue, reaffirming our core values and ensuring that any outcome would be rooted in the best interests of all parties.

We approached the due diligence and regulatory process with integrity and rigor, drawing upon our strongest capabilities to navigate this defining moment. Our unwavering commitment to service excellence and the energy transition remained central to every decision, reinforcing our vision and long-term purpose.

A New Chapter Begins

In February 2025, Stork UK joined the Altrad family, marking the beginning of a bold new era. As we evolve into one unified organisation, we are excited by the opportunities ahead and remain focused on delivering excellence, innovation, and sustainability across everything we do.

While challenges may arise, we stand ready. We are excited to see where the next stage of our journey leads.



Conclusion

As we reflect on the past year, our commitment to corporate social responsibility across the various industries we work in has remained steadfast.

We have continued to build trust with clients, investors, regulators and communities through transparent governance, sustainable practices, and a strong focus on safe and ethical operational excellence.

The safety and wellbeing of our employees remains our top priority.

Over the past year, we have continued to enhance our safety and wellbeing protocols, strengthened training, and reinforced a culture of accountability and recognition across all of our operations, ensuring the physical and mental wellbeing of our workforce and partners.

Employee engagement has also reached new heights. Our employee engagement and communication platform DRIVE continues to go from strength to strength through open communication, inclusive leadership, and expanded development opportunities, we have empowered our people to grow, lead, and contribute meaningfully to our collective mission.

We have significantly expanded our community initiatives, supporting local education, workforce development, and clean energy access programs. These efforts reflect our belief that the benefits of the energy transition must be shared equitably and sustainably.

As a key player in the global shift to a low-carbon economy, we have intensified our focus on reducing our environmental impact. We are making progress to reduce our emissions through improved operational efficiency, adoption of cleaner technologies, and integration of science-based emissions reduction targets into our business strategy identifying that each Altrad employee has an important part to play.

Our governance practices continue to evolve, upholding the highest standards of transparency, accountability, and ethical leadership. This approach enhances our ability to manage risk, capture opportunity, and deliver consistent, long-term value to our stakeholders.

Looking ahead, we remain committed to accelerating our progress, strengthening our role as a trusted partner in the energy transition journey, fostering a culture where our people thrive, and delivering tangible, positive outcomes for our clients, communities, and the planet.





Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Appendices

Appendix 1

Year of emissions	2023	2024
Maternity / Paternity	25	13
Returned to work after Maternity Leave (female)	76.9	80%
No of Staff entitled to parental leave	1620	2090
New Hires	938	909
New Hire (male)	895	861
New Hire (female)	43	48

Appendix 2

Year of emissions	Year of Offset	Carbon Offset
2022	2023	267t CO2e
2023	2024	513t CO2e

Appendix 3 – Emission Reductions

Categories	2023 (kwh)	2023 (tCO2)	2024 (Kwh)	2024 (tCO2)
Total Energy (Scope 1 and 2)	3928137	851.1	3794543.71	895.2
Oil (Scope 1) (Kwh)	1570892	387.4	1,706,549	433.1
Gas (Scope 1) (Kwh)	301545	55.2	0	0
Fleet Fuel (Scope 1) (Kwh)	899183	169.0	930266*	222.39
Electricity (Scope 2) (Kwh)	1156516	239.5	1157719.71**	
Energy excluding Fleet Fuel	3028954	682.1	2864269	672.81

Categories	2023 (kwh)	2023 (tCO2)	2024 (Kwh)	2024 (tCO2)
Business Travel (Air)		181.19		176.49
Target 5% Reduction of energy (excluding fleet)	5% Achieved		7% Achieved	

* In late 2023, we opened up our flagship office in Humber Bank increasing our overall property footprint and electricity consumption.

** Similarly we increased fleet numbers by 10% to meet expanding business requirements and needs to our clients

Appendix 4 – Intensity Ratios

Intensity Ratio	2023	2024
Energy Use Intensity Ratio per £M Turnover	18803.9 kwh/million	16498.016 kwh/million 12.2% reduction per million
Electricity Use Intensity Ratio per £M Turnover	5536.2 kwh/million	5033.5 kwh/million 9.08 % reduction per million
CO2 Emission Intensity Ratio per £M Turnover	4.07 tonne CO2 / million	3.89 tonne CO2/ million 4.42% reduction per million

Appendix 5 – Water Management

Categories	2023	2024
Total Water (m3)	8358.91	4254.32
Water Use (m3)	8358.91	4254.32
Waste Water (m3)	7899.27	3980.10



Introduction



People



Planet



Clients



Shareholders



Conclusion & Appendices

Appendices continued

Appendix 6 – Waste Management

	2023 (tonnes)	2024 (tonnes)
Total Waste (Across all Sites)	524.042	282.830 1.22 tonnes/million 50% less tonnes of waste per million in 2024
Hazardous Waste	425.046	166.700
Non-Hazardous Waste	98.996	116.130
Recycled & Waste Recovered & Treated	439.404	138.831
Waste to Energy	48.338	87.160
Landfill	36.3	56.841

Appendix 7 – Supplier Engagement

	2023	2024
Suppliers Screened using new questionnaire	100%	100%
Supplier ranked by risk profile	100%	100%
Supplier Audits on CSR	4	3

Appendix 8 – Company Financials

	2023	2024
Revenue (million £)	208.9	230
EBIT (%)	3.7%	6.3%

Appendix 9 – Corporate Governance

	2023	2024
Ethic Training (percentage of staff completion) (staff with AIS email addresses)	100%	100%
Whistle-blower cases	1	0
Internal Audits	44	48
External Audits	27	42

Appendix 10 – CSR Expenditure

	2023	2024
CSR Expenditure	Over £25,000*	Over £75,000*

* including company donations

Altrad Integrity Services
Norfolk House, Pitmedden Road
Dyce, Aberdeen
AB21 0DP

uk.altradservices.com