



EV Private Equity Sustainability Indicators  
List last reviewed: June 2020

**EV Private Equity Sustainability Indicators**

CO2 emissions (tonnes) - Scope 1  
CO2 emissions (tonnes) - Scope 2  
CO2 emissions (tonnes) - Scope 3\*  
CO2 emissions (tonnes) - Scope 4\*\*  
Volume of water used (litres)  
Volume of water recycled (litres)  
Volume of hazardous chemicals used (litres)  
Volume of hazardous waste produced (tonnes)  
Volume of hazardous waste sent to special treatment (tonnes)  
Number of accidental oil/ fluids spills (> 1bbl)  
Volume of waste recycled (tonnes)  
Number of employees working from home  
Number of employees on furlough leave or scheme  
Number of local SME suppliers (within 100 miles range)  
Number of suppliers from developing countries  
Number of women on the board  
Total number of board members  
Number of women in management position  
Total number of people occupying management positions  
Number of female employees  
Total number of employees  
Number of company supported charities (if financially supported, min. \$100 per charity)  
Number of health and safety non-comformities  
Number of LTI  
Number of fatalities  
Number of fire risk assessments  
Number of fire incidents  
Number of health and safety audits in the period  
Number of training hours in the period  
Number of graduates brought in



Number of employee satisfaction surveys

Number of grievances reported by employees

Number of employees who left the organisation

Multiple of CEO (or highest) annual compensation vs. average employee (i.e. non-Senior Mgmt Team) compensation (salary+bonus)

Gender pay gap: % difference between male and female employee performing same role

Number of suppliers audit undertaken

Number of suppliers that have signed up to company's code of conduct

Number of anti-bribery and corruption incidents

Number of employees that undertook anti-bribery and corruption training

Number of regulatory non-compliances

Number of breaches relating to cyber/data protection policies

Number of employees that undertook cybersecurity training

Number of cyber/data security audits undertaken

\*Our current Scope 3 reporting comprises business travel, employee commute, upstream & downstream transportation, purchase & use of IT hardware and cloud storage. Our goal is to obtain full lifecycle overview corresponding to at least 80% of total Scope 3 emissions by the end of 2021.

\*\*Scope 4 (enabled GHG reductions) is measured annually and signed off by a third party.