



# Annual Environmental Social Governance Report 2023



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# Letter from our CEO

“At the heart of our mission to make the EV switch simple, lies sustainability and good business practices.

Both the planet and the economy are currently at crucial turning points, with various climate issues and social conflicts notably impacting how businesses operate. Now is the time for us to show our commitment to these principles, and we are proud to say that at EVC, we put ESG at the forefront of all of our decisions.

We understand the importance of reducing carbon emissions to propel the UK forwards on its journey to Net Zero. Our dedication to growing the UK’s network of EV charging infrastructure is helping to reduce CO<sub>2</sub> produced through the burning of fossil fuels, used in the production of petrol and diesel. Not only do we embrace green practices ourselves, our business model means we are able to support our clients on their sustainability journeys – we provide businesses with fully funded EV charging solutions, so that they can easily reduce greenhouse gases produced through visitor travel. This wouldn’t be possible without our people – we prioritise employee safety and wellbeing, promoting diversity and inclusion at all levels. Everybody at EVC has the same vision in mind, so we put our people first and in return they drive our mission forward.

Our commitment to ESG extends beyond the immediate scope of our operations – our approach to sustainability considers the broader impact of our business on society and the environment. We prioritise reducing our environmental impact, monitoring and offsetting CO<sub>2</sub> emissions and EV miles from our drivers on our network. All these efforts contribute to the reduction of greenhouse gas emissions, encouraging sustainable transportation and keeping the planet clean.

Whilst we’re already making significant progress with our ESG strategy, we’re continually striving for ways to improve. As we collectively face unprecedented challenges, we remain firm in our dedication to our ESG strategy; recognising it as both a moral obligation and integral to the long-term success of EVC and the well-being of the planet.”



A handwritten signature in black ink, appearing to read 'Nick Ballamy', written over a white background.

Nick Ballamy  
CEO



# About EVC

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At EVC, we believe everyone should have access to an EV charge point. Founded as a collaboration between Oasthouse Ventures and a team of experienced car park operators, our aim is to provide the largest roll-out of fully funded EV charge points - developing one of the largest destination charging networks in the UK.

In 2023, we received £165m backing from global energy transition firm Denham Capital to roll out 100,000 electric vehicle charge points across the UK by 2027. This target is crucial in enabling us to provide EV drivers throughout the UK with convenient, reliable EV charging. The investment from Denham Capital has accelerated our ability to deploy charge points across the country, giving more people the confidence to switch to electric and promoting greener travel.

Our mission to make the EV switch simple is underpinned by our core values, innovative charging infrastructure and our charging management software – to meet the demand of the EV industry today, for the future.

Our people embody our core values at EVC; People, Enabling Change, Simplicity, and Resilience. With these values in mind, we're able to work together to create a more sustainable future for transport, whilst always staying true to what we believe in. We care about the planet and our people, and with a team full of passionate individuals, EVC is becoming one of the market leaders in the EV charging industry.

 **DENHAM CAPITAL**  
£165m investment in 2023



PEOPLE



ENABLING  
CHANGE



SIMPLICITY



RESILIENCE



# About this report

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ESG is fundamental to our reputation as a business, our clients and our customers.

We want all our stakeholders, from customers to investors to our people, to be proud to be a part of our business. Part of that pride is understanding how our business makes a positive contribution to the world.

## ENVIRONMENTAL



Sustainability is an ethical and business imperative. Managing our carbon footprint goes hand in hand with the necessity to operate efficiently. Our commitment to tackling climate change is fundamental to our strategic objectives as a business.

## SOCIAL



Our people make up our business. We aim to foster an environment that values and nurtures talents and the contributions from every individual within a culture of inclusivity. While we have progress to make, we are committed to working with our team - cultivating and empowering change to build an inclusive workplace where we can all thrive.

## GOVERNANCE



Good governance is foundational to our business, and all aspects of ESG. We cannot thrive without paying attention to our compliance obligations. Our business seeks to go beyond the concept of 'box-ticking' and embed compliance into the heart of what we do.

# ESG overview

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## Commitment to the United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals were adopted in 2015 by all United Nations member states and are the blueprint to us achieving a better and more sustainable future for all. The 17 global goals created, address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.

At EVC, we understand how important it is to contribute to the SDGs, and share the

view that business has a key role to play in delivering on and contributing to the goals. Whilst we will aim to support all defined SDGs, we will be undertaking further study in 2024 to understand more fully the impact that our programmes, initiatives and policies will have on all the SDGs and identify which SDGs we will fully support as part of our wider ESG strategy.

### Setting our Net-Zero framework

In 2024, we will be developing our framework for a Net-Zero plan.



# Understanding emissions

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## What are Scope 1, 2 & 3 carbon emissions?

Since reducing carbon dioxide equivalent (CO<sub>2</sub>e) emissions are at the core of our transformation, it is essential to understand the three scopes.

The three scopes are a way of categorising the different types of greenhouse gas emissions created by EVC, its suppliers and customers.

### SCOPE 1

DIRECT EMISSIONS

Emissions from sources that an organisation owns or controls directly.

### SCOPE 2

INDIRECT EMISSIONS

Emissions a company causes indirectly that come from where the energy it purchases and uses is produced.

### SCOPE 3

INDIRECT EMISSIONS

All emissions not covered in scope 1 or 2, created by a company's value chain.

3.4  
million

miles electrified through  
the EVC network

1 2 3

# Key sustainability highlights

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## ENVIRONMENTAL



- Reduce carbon emissions
- Increase use of renewable energy sources
- Reduce waste generation

0.24%

Scope 1 & 2 carbon emissions

## SOCIAL



- Improve working conditions
- Promote diversity and inclusion
- Engage with the community

33%

female employee base up from 9%

## GOVERNANCE



- Improve transparency and accountability
- Enhance risk management practices
- Improve employee diversity

100%

completion rate of ISO and climate training



# Environment

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## Emissions and energy

Following a carbon footprint analysis, we have identified our current carbon footprint.

- Scope 1 and 2 emissions represent 0.24% of our total footprint.
- Scope 2 emissions is 0%.
- Scope 3 emissions represent 99.76% of our total footprint.

Scope 3 is split into business travel and supply chain emissions.

- Business travel emissions contributes only 0.15% - to reduce this we;
  - Offer all employees free charging on our network.
  - Offer all employees the Octopus Salary Sacrifice scheme (currently 18% of our workforce have taken up this offer)
  - We have rolled out the cycle to work scheme.
  - We have purchased our first electric van.
- Supply chain emissions account for the majority of our footprint.
  - In 2024, we will be working with our supply chain to set goals to reduce these emissions.

We are ISO 14001 certified.

- All our suppliers are vetted to ensure they have an environmental management policy designed to ensure compliance with all applicable laws and regulations to achieve continuous improvement.

100% of our procured energy is from renewable energy sources.

## Waste management

We aim to reduce paper usage and recycling across business where possible.

- We have moved all of our internal operations to digital.
- Our suppliers/sub-contractors shall ensure that all waste materials are disposed of at a disposal site that is licensed for the disposal of such waste materials and retain documentation in this regard.



# Social

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## 1. Improve working conditions

- £ We are a living wage employer.
- ✓ We are ISO 45001 certified.
- 👤 We have launched a wide range of benefits for our staff such as financial coaching during the cost-of-living crisis, EV salary sacrifices schemes, free charging for our environment, up to 29 days leave allowance, £500 learning & development yearly allowances, mental health and gym discounts, cycle to work scheme and more.
- 👥 We have appointed 2 mental health first aiders.
- 😊 We run regular employee satisfaction surveys.

## 2. Promote diversity and inclusion

- 👥 We have embedded Diversity, Inclusion & Equity best practices across our employee life cycle, and have appointed a Diversity & Inclusion Lead.
- ♀ We have grown our female employee base from 9% to 33% in 2023.
- 📊 Our BAME workforce has significantly increased from 5% to 20%.
- 👥 The average age of our workforce has risen from 28 up to 35.
- 🎓 We have introduced an apprenticeship programme which we will roll out in 2024.

## 3. Engage with the community

- 👥 Each employee gets 3 Give Back Days per year - paid days for volunteering/charity initiatives; within the last 6 months we have ran a total of 15 charity days.
- ❤️ We have partnered with local charity groups to support our community:
  - Our team have regularly gone to schools to showcase why renewable energy is important for our future.
  - We have volunteered at a local homeless shelter to provide meals for the residents of the shelter (Crawley Open House). <https://www.crawleyopenhouse.co.uk>



# Governance

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100% completion rate amongst employees of ISO and climate training.

✓ We are ISO 9001 certified.

✓ We are ISO 27001 certified.

We have spent £17,000 on training year to date (December 2023).

✓ We are an NICEIC approved installer.

✓ We are a Safe Contractor approved installer.

✓ We are a ChargeSafe Certified Partner.

✓ We are partners of ChargeUK.

✓ We have developed a Modern Slavery & Human Trafficking Policy.

✓ We have a supplier code of conduct which addresses unsafe working conditions, child labour and forced labour.

✓ We have appointed a Compliance Director.

✓ We undergo regular cyber security audits.



# Measurement & reporting

EVC are growing with sustainability in mind and are going to be reporting annually on our carbon footprint.

We are aware that this report is only the beginning of our work on sustainability, we are very ambitious to take a leading role in this regard in the industry and are working in the future to further align ourselves to have an even better data base to define targets that will support us in our big goal to be carbon neutral by 2023.

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## What are our commitments to this?



Annual Report

Net Zero Transition Plan

Diversity & Inclusion Report



## What will this entail?

1. We will report on our progress to each target.
2. We will report on any modifications we have made to our strategy.
3. Practical examples of our progress.
4. Key documentation – additional documents to be created to support our targets such as a training plan.



# EVC ESG team

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At EVC, our ESG committee are responsible for writing the ESG pages inside the annual report, and producing all information regarding ESG disclosures. The aim of the committee is to establish a unified view of ESG within EVC, increasing understanding of all three aspects, environmental, social and governance, and to promote robust standards of corporate governance that integrate all these aspects. This will help the EVC to more effectively integrate ESG factors into the organisation's decision-making process.



## **The key objectives of the committee are to:**

1. Emphasise the importance of environmental measures, sustainability goals and performance, at all levels of the business.
2. Provide best practice on the structure, policies and regulations that impact the business.
3. Increase understanding and awareness of corporate governance and social aspects that impact the company.
4. Implement and promote common and workable standards of corporate governance for the company.

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