

Sustainability Indicator definitions for 2020/21 Assurance



Assured by DNV as part of 2021 Group Annual Report

2021 Annual Report available [here](#)

DNV Assurance Statement available [here](#)

Sustainability Indicator	Definition	Scope	Unit	Reported value	Page Number
Greenhouse gas emissions	<p>Greenhouse gas (GHG) emissions for which Pennon Group is responsible, as defined within the UK Government's Environmental Reporting Guidelines including Streamlined Energy and Carbon Reporting (SECR) regulations (2019). In calculating our emissions, we have used the 2020 UK Government Conversion Factors for GHG reporting.</p> <p>What is reported:</p> <ul style="list-style-type: none"> - Total gross GHG emissions: Scope 1 (Direct), Scope 2 (Indirect) (on both market and location basis) and Scope 3 emissions (other indirect). - Total net emissions: Includes removals from Renewable Energy Guarantee of Origin (REGO) -backed renewable electricity offset and exported renewable energy (up to the volume of electricity purchased and consumed by Pennon) - Biogenic emissions outside of GHG Protocol Scopes. - Intensity measure: gross Scope 1 & 2 GHG emissions in tonnes of carbon dioxide equivalent (tCO₂e) per £100,000 of Group revenue. - Operational intensity measure: gross Scope 1 & 2 GHG emissions in tonnes of carbon dioxide equivalent (tCO₂e) per mega litre water supplied/treated 	<p>Pennon Group's GHG emissions, include Scope 1 and 2 with equity share applied where a joint venture (JV) exists. Scope 1 and 2 includes Viridor emissions up to point of sale (8 July 2020). For clarity GHG emissions are categorised as Group GHG emissions for the 'Continuing Group' (i.e. excluding Viridor data from 2020/21 reported data) and for the Total Group including Viridor ('Group (including discontinued business)' up to the point of sale.</p> <p>Scope 3 categories were evaluated for the Continuing Group only (excluding Viridor) in line with the GHG Protocol Scope 3 Calculation Guidance and included where assessed as relevant. The assessment is based on the 2020/21 activity and spend data. Scope 3 data was assured for Category 3 (Fuel-and energy-related) and Category 6 (Business Travel) for continuing Group only.</p>	Emissions are reported in Tonnes of carbon dioxide equivalent (tCO ₂ e)	<p><u>For Pennon Group (including discontinued business)</u> Total gross Scope 1 & 2 GHG emissions (location-based): 568,557 Scope 1 GHG emissions: 492,857 Scope 2 GHG emissions (location-based): 75,700</p> <p><u>For Viridor up to the point of sale (8th July 2020)</u>¹ Total gross Scope 1 & 2 GHG emissions: 475,040 Scope 1 GHG emissions: 471,777 Scope 2 GHG emissions: 3,263</p> <p><u>For Pennon Continuing Group</u> Scope 3 GHG emissions Category 3 – Fuel and energy-related: 18,511 Category 6 – Business travel: 50</p>	<p>p131</p> <p>p131</p> <p>p131</p> <p>p131</p> <p>p131</p> <p>p131</p> <p>p132</p> <p>p132</p>

¹ for Viridor, market based and location based Scope 2 GHG emissions are the same

Energy use	The annual energy consumption reported in Pennon Group's Annual Report align with the requirements of Streamlined Energy and Carbon Reporting (SECR), including the reporting of total energy use from electricity, gas and the fuels used for transport. For the Pennon Group AR this includes all energy used by the regulated (appointed) and non-regulated (non-appointed) activities of the Group and for all Group operating companies. For Viridor this includes energy consumed up to point of sale (8 July 2020).	Includes all energy consumed by the Group operating companies as per activities defined below. This includes Viridor energy use up to point of sale (8 July 2020). For clarity figures are categorised as energy use for the 'Continuing Group' (i.e. excluding Viridor data from 2020/21 reported data) and for the Total Group including Viridor ('Group (including discontinued business)' up to the point of sale. Activities included in scope are electricity use (both imported and self supply), natural gas, liquid fuels (for stationary applications) and energy used in transport. This includes fuel used by owned, leased or hired for business use but excludes private mileage (grey fleet).	Energy use reported in Megawatt hours (MWh)	For Pennon Continuing Group: 357,320 For Viridor up to the point of sale (8th July 2020): 94,604	p133 p133
Gender diversity	The percentage of men and women on the board of directors, including non-executive directors	Pennon Group Board Members as at 31 March 2021	Percentage	For Pennon Continuing Group: 43% Female 57% Male	p44, 93
	The percentage of male and female employees across the Pennon Group and the senior management team. Senior managers are approximately 1% of the total employee population and directly report to the Pennon Executive.	Pennon Group employees as at 31 March 2021	Percentage	For Pennon Continuing Group: 29% Female 71% Male	p44
		Senior management employees within the Pennon Group including director and executive roles as at 31 March 2021. Non-executive roles excluded.	Percentage	For Pennon Continuing Group: 44% Female 56% male	p44

<p>Lost Time Injury Frequency Rate</p>	<p>Lost Time Injuries (an injury which results from a work-related activity or from a single instantaneous exposure in the work environment (eg Sprain following a slip, stumble or fall), and that results in a person being unfit for work on any day beyond the day of the incident expressed per actual 200,000 hours worked (including overtime and excluding absences) to normalise the data and see emerging patterns or trends. These hours are reported 1 month in arrears (eg hours reported in July are actual hours worked in June). Working hours for the year are calculated as total hours worked from March 2020 to February 2021.</p>	<p>Pennon Group employees and agency workers in 2020-21 (excluding discontinued waste business)</p>	<p>Number of Lost Time Injuries / 200,000 hours worked</p>	<p><u>For Pennon Continuing Group:</u> Lost time injuries (Number): 29 Lost time injury frequency rate: 1.41</p>	<p>p47 p4, 17, 26, 69</p>
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