



ESG REPORT
2024



INTRODUCTION

This is the second Environmental, Social, and Governance (ESG) Report for SafeLane Global with which I have been involved as the incumbent QHSE ESG Manager for the business, this report covering the period starting January 1st, 2024 and ending 31st December, 2024.

This report covers the three key areas of ESG as follows:

- **E (Environmental):** Includes energy efficiency, carbon footprints, climate change, pollution mitigation, waste management, and water usage.
- **S (Social):** Covers labour standards, diversity, pay equity, human rights, community relations, privacy, health and safety, and social justice issues.
- **G (Governance):** Encompasses corporate board structure, sustainability oversight, executive compensation, political contributions, and anti-corruption measures.

The year has seen the highlights listed below:

- We used our highest so far proportion of solar power in 2024, either generated on projects or via the solar panels on our office roof in Ross on Wye, 12,372 kWh in total.
- A 28.6% drop in emissions was recorded arising from the company's use of the Microsoft Cloud.
- Following a re-certification audit by Alcumus ISOQAR in April 2024, our Integrated Management System received re-certification to ISO 9001:2015, ISO 14001:2015 and ISO45001:2018 for three more years.



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- SafeLane Global published its Whistleblowing Policy publicly, aimed not only at employees at all levels, but also clients and their employees, and members of the public or local communities in which we operate with concerns, to raise these in confidence with SafeLane Global or the relevant regulatory authority.
 - We introduced new training on Equality, Diversity and Inclusion in 2024, and all staff have been required to undertake this training. For all new starters it is part of their induction programme so we ensure that all staff have completed it, along with all other mandatory training.

By our very presence and actions, SafeLane Global Limited has an impact on the planet and its occupants, both human and animal. The removal of unexploded ordnance opens up the land and marine environments to those communities, organisations and stakeholders who would not otherwise have been able to access them safely, thus moving beyond shareholder primacy, and benefitting clients, and communities as well as others. This report sets out in detail how SafeLane Global identifies and manages the impacts we have on the planet and the communities affected by our work and the steps we are taking to minimise and mitigate that impact.

In 2024, SafeLane Global Limited continued to consolidate our position following the restructuring in 2023, building capacity and seeking new work in both international land and marine operations, re-organising roles and responsibilities for projects, and opening our sister company in Dubai, SafeLane Global Project DMCC.

As a company SafeLane Global has continues to adopt the principles of the Future-Fit Foundation and has selected goals and positive pursuits to help us be environmentally restorative, socially just and economically inclusive, aiming to help facilitate a better world for us and for future generations.

Simon Baggley-Rosser
QHSE ESG Manager
SafeLane Global

A LETTER FROM OUR CEO

Dear Stakeholders,

SafeLane Global reaffirms its support of the Sustainable Development Goals (SDGs) adopted by all member states of the United Nations in all our operations, so that we meet our fundamental responsibilities in the areas of human rights, labour, the environment and anti-corruption across our global business activities. To achieve this, SafeLane Global has adopted the Future-Fit model which translates systems science into practical tools designed to help business leaders, investors and policy makers respond effectively to today's biggest sustainability challenges, to ensure that human and other life will flourish on Earth forever.

In this annual update (which covers the reporting period January to December 2024), we describe the actions we continue to take in embedding these practices into our business strategy, culture and daily operations.

SafeLane Global is expert in unexploded ordnance risk mitigation on land and in every marine environment – offshore, inshore, and nearshore. It operates worldwide from strategically located offices and has been providing unexploded ordnance (UXO) survey and clearance, landmine clearance and remediation from explosive remnants of war since 1989. To date SafeLane has completed operations in over 60 nations including live conflict zones.

During this reporting period, our attention has been primarily focused on our international operations and practices as, following the restructure in late 2023, only the marine department now operates in the UK.

I thank you for your continued support as we work together to make the world a safer and more sustainable place.

Tim Illingworth
CEO
SafeLane Global



ABOUT SAFELANE GLOBAL



OUR MISSION:

SAFELANE GLOBAL ENABLES THE SAFE AND SUSTAINABLE REALISATION OF OUR COMMERCIAL, GOVERNMENTAL AND HUMANITARIAN CLIENTS' AMBITIONS AND ASPIRATIONS.

OUR EXPERT SERVICES SPAN ENTIRE PROJECT LIFE CYCLES AND ARE FOCUSED ON MITIGATING EXPLOSIVE AND HAZARDOUS MATERIAL THREATS, COUNTERING SECURITY RISKS AND ENHANCING LAND AND MARINE ENVIRONMENTS GLOBALLY.

At its heart, SafeLane is a people-centric organisation. Not only are our people the most important part of our company, but remediating contaminated environments to return them to communities globally is what underpins our mission.

We work on land and in the marine environment, detecting, clearing, and mitigating explosive threats - from mines, to unexploded ordnance (UXO), from improvised explosive devices (IEDs) to ammunition & explosive stockpiles (ERW).

Founded in 1989, SafeLane was one of the first private companies involved in mine action. Historically, we have played an integral role in the creation of industry guidelines and these have led to the International Mine Action Standards (IMAS) and our policies and procedures are based on IMAS and the National Standards (NS) operating in the countries in which we work. Ensuring the quality of our work is underpinned by our quality assurance systems certified to ISO 9001:2015, the processes and procedures, plans and performance are audited on a regular basis, both internally and externally.

SafeLane has successfully delivered over 25,000 contracts in 60 countries, including some of the world's most hazardous and remote environments. We also provide capacity building, training, mentoring, and consulting services to support the counter explosive ordnance (C-EO) activities of governments, national armed forces, corporations, humanitarian organisations and multinational organisations worldwide.

Our Vision:

SafeLane envisions a world in which our commercial, governmental and humanitarian clients' ambitions and aspirations are realised safely and sustainably.

Whether our clients operate on land or in water, in conflict zones or peaceful nations, for profit or humanitarian purpose,

SafeLane will be their end-to-end solutions provider delivering expert and trustworthy operational, consultancy and training services.

OUR VALUES

INTEGRITY ~ PASSION ~ QUALITY ~ PROFESSIONALISM

There are three main markets for the service we deliver as shown below, with examples illustrated.



Working closely with United Nations agencies in country, and also commercial organisations and national bodies, we operate both in the humanitarian field and the for-profit sector, ensuring safer lives for local communities as they live and go about their daily work.

SafeLane Global and Future-Fit

Future-Fit has identified seven core properties of a Future-Fit Society, plus an eighth 'enabler' which identifies the socioeconomic drivers required to pursue the others. The first seven identify the outcomes that a Future-Fit society will deliver. The eighth is about the conditions that will enable those outcomes.

These core properties positively align themselves with the UN Sustainability Development Goals (SDGs) which, as members of the United Nations Global Compact, we strongly support.

To achieve these principles, Future-Fit have identified 23 goals, which they describe as Break Even Goals, and 24 Positive Pursuits. Future-Fit describe Break Even Goals as "the line in the sand that every business ultimately needs to reach, to be sure it is not undermining society's progress to future-fitness." And Positive Pursuits as "the range of activities a company can pursue to speed up society's progress toward future-fitness". A number of the Break Even Goals have been discounted as they relate to products, and are therefore of little relevance to our activities.

Discussions have taken place within SafeLane Global and we have adopted 7 goals to focus our attention on and these cover all areas of ESG.



We have also identified 2 positive pursuits to which we can make the biggest contribution



A number of the Future Fit Break Even Goals were discounted as they relate to products, and are therefore of little relevance to our business model.

Environmental

SafeLane is committed to mitigating any possible negative environmental impact that may occur because of operations. Consequently, our environmental management approach follows the guidelines of ISO 14001:2015, and IMAS 10.70, 'Environmental management in mine action.'

Protection of the environment is reinforced by our corporate Quality, Health, Safety and Environment Policy; our field management practices also document our policies on environmental issues such as camp hygiene and refuse disposal.

With unswerving focus on explosive risk mitigation, we breathe new life into unsafe environments – both on land and in the marine environment. Our core work transforms environments for the communities and the lives of those living and working within them.

Working in the environments and locations we do, with the requirements for staffing, equipment and resources, means that we do leave a carbon footprint on the environment, as well as the effects of operating our office in the UK. Therefore, we maintain an unwavering commitment to reduce any negative environmental impact from our global operations where possible, and we employ a fulltime QHSE ESG Manager who supports this commitment.

We recognise that a policy of environmental responsibility involving the active management of the environmental aspects should be a priority. As such, we are ISO 14001:2015 certified, and how we manage our impact on the environment and mitigation of the harm we may cause to it, is contained within our Integrated Management System.

Such procedures are essential in adhering to relevant laws, regulations and codes of practice with which we must comply, wherever they exist, whether they are legal requirements, client demands or moral imperatives. We must, at all times, make effective use of energy and utilities, thereby conserving natural resources for the future.

We continuously monitor our emissions to the environment, across all 3 Scopes, and how these can be reduced. These are calculated according to the GHG Protocol – Corporate Standard. This ensures that our inventory provides a full and fair picture of our emissions through this standardised approach. Where possible we use primary conversion factors to calculate emissions; where this is not available we use commonly accepted sources such as the UK Government Conversion Factors 2024, published by the Department for Energy Security and Net Zero, similar from the USA EPA, and flight emissions are calculated using data from the International Civil Aviation Organization, for instance.

Our organisational boundary is that of SafeLane Global Limited and all projects and locations in which SafeLane Global Limited employees and contractors work.

We continually measure our waste stream on incoming and outgoing materials, our policies mandate evaluation of all hazardous materials and we monitor any hazardous materials in our supplier's materials.

• Implementation

Our environmental policy is implemented and achieved in practice by:

- Continuously improving our environmental aims management system within our IMS, in accordance with the requirements of ISO 14001.
- Establishing achievable objectives and targets, with related action programmes for the continual improvement of our environmental performance.
- Monitoring and controlling material usage in order to minimise the generation of waste and maximise recycling or reuse, therefore reducing the impact and cost of landfill disposal.
- Monitoring and controlling usage of electricity, gas and water in order to help reduce both energy usage and CO₂ emissions.
- Ensuring that this policy is understood by our employees, contractors and visitors, who all have a duty to be aware of and comply with this policy.
- Ensuring that our suppliers are made aware of this policy and that, wherever appropriate, they are actively encouraged to conduct their own operations in accordance with good environmental management practice.
- Conducting regular audits and periodic reviews, to ensure that our management system continues to be suitable and effective and taking action where deficiencies are evident.

When implementing any operations, we refer to our environmental impact matrix to determine the most appropriate sustainable operating practices depending upon the intended duration of a project, and to ensure these operational practices adhere to required local standards and our own corporate policies.

We measure and monitor the economic and environmental impact of our operations in the following manner:

- Environmental protection is every individual's responsibility – we ensure our personnel are empowered to understand and act upon this knowledge via our staff handbook, field contractor guidelines and regular audit of staff understanding.
- We place importance of environmental planning throughout all phases of operations whilst integrating environmental considerations as early as possible into that planning process.
- We have a stated, enduring operational aim of minimising environmental harm caused by our operations.
- Ensuring understanding of and adherence to both national and local environmental standards and regulations.
- We identify and effectively manage the main waste streams of raw materials, hazardous substances, energy and water.
- We ensure all hazardous substances involved in the delivery of operations are effectively and correctly used, handled and stored. We also have environmental impact emergency policies that would be immediately implemented in the event of an accident, e.g., an oil spill. As part of this policy we ensure staff have the ability and resources to deliver a timely response to environmental incidents to mitigate any possible impact.
- We assess health protection and environmental sustainability considerations in the planning, deployment and management of any project.
- Environmental awareness training is incorporated into the induction for all relevant personnel.
- Project managers include environmental impact assessments in technical quality assurance reviews.

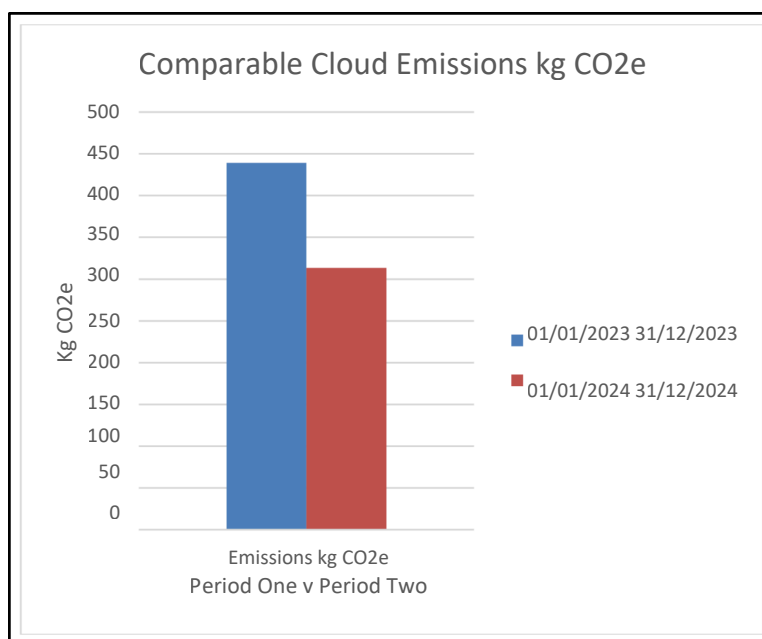
- **Measurement of outcomes**

We created a new baseline for data in 2024 to account for all the organisational and management changes that took place in 2023 and 2024.

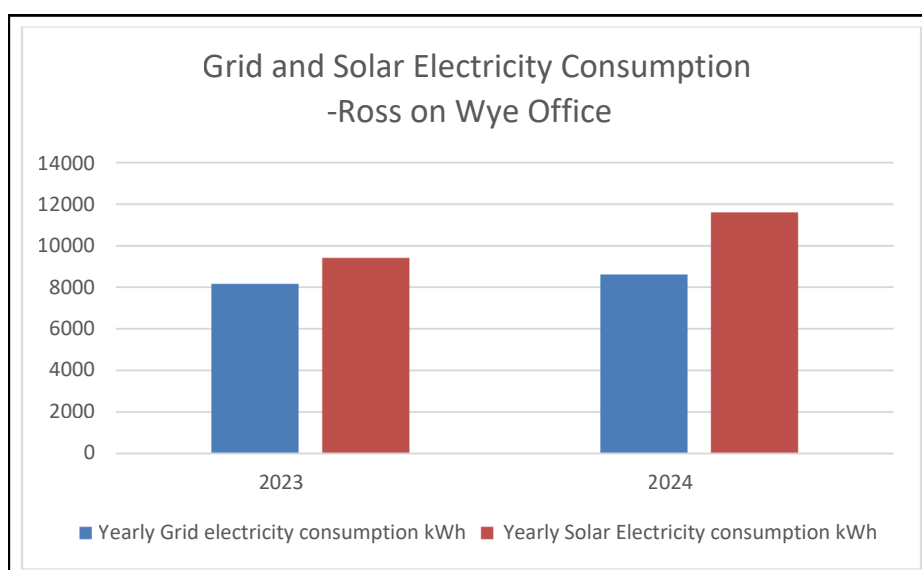
We increased our use of solar power by 235% between 2023 and 2024, by both purchasing and generating more.

2024 saw our use of air travel decrease slightly, and there was a corresponding decrease in emissions of 146.5 kg CO₂e.

We are also now calculating our emissions arising from storing data in 'the cloud'. At the same time, we have moved over from using in-house servers and, along with improved management of user accounts, this has helped in reducing overall emissions related to our IT services.

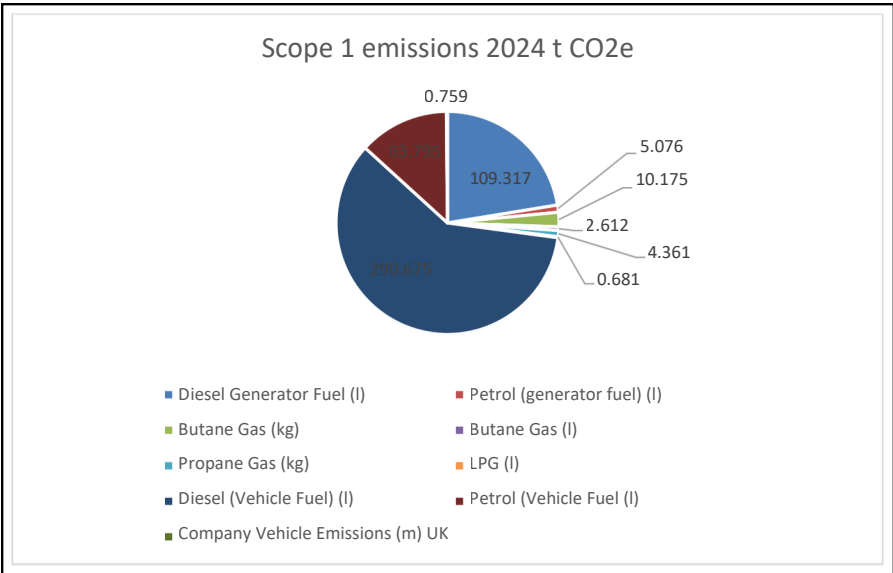
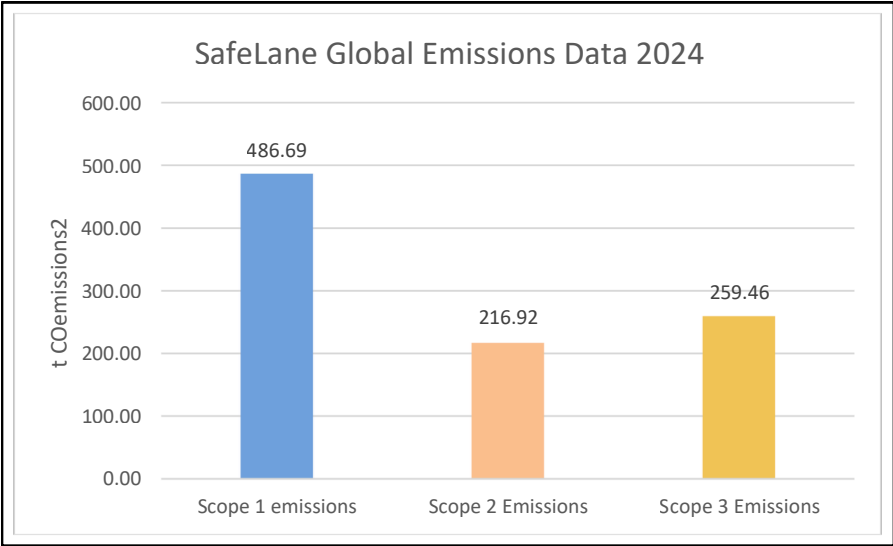


Within the Ross on Wye Office overall electricity consumption increased between 2023 and 2024 by 15% but there was also a 23% increase in Solar Electricity arising from the solar panels on the roof of the office.

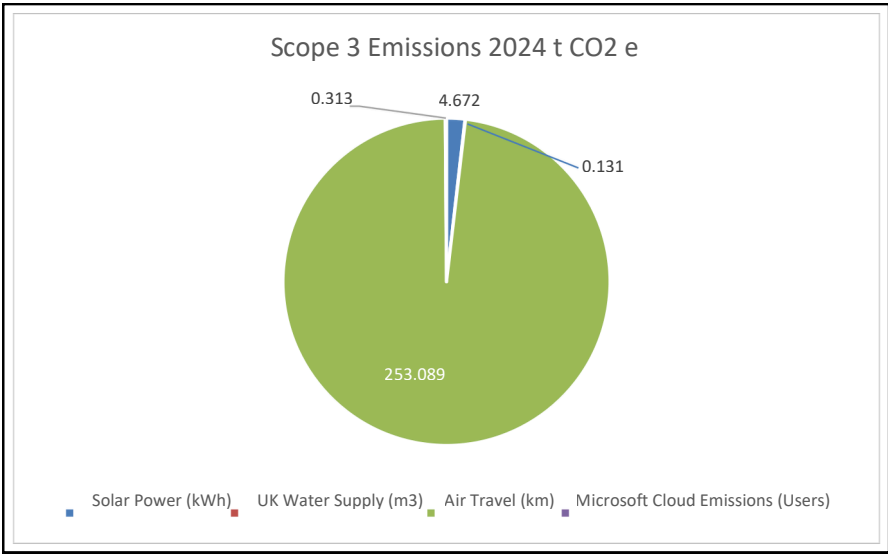
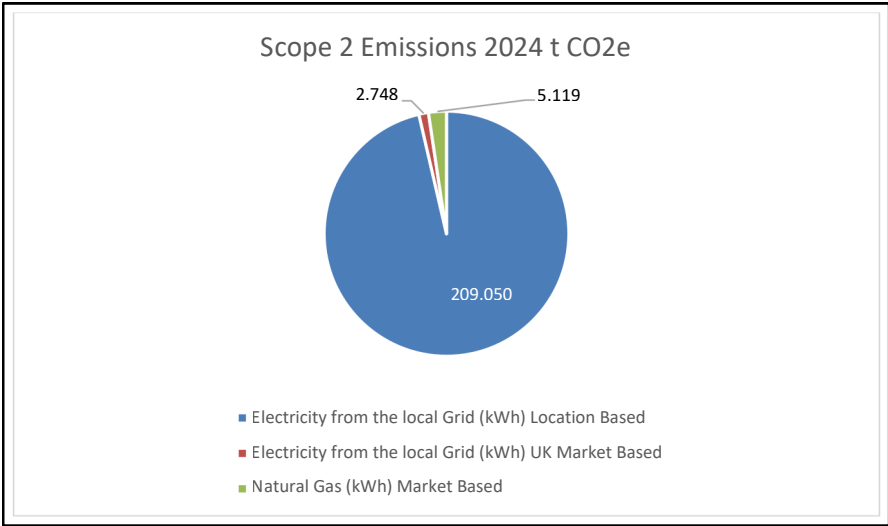


SafeLane Global made great strides in capturing emissions data from all its operations and offices in 2024 and has had independent approval of its methods and use of the appropriate conversion factors to enable more accurate reporting.

The total recorded emissions from all SafeLane Global Limited’s activities across Scopes 1, 2 and 3 for 2024 was as shown below:



In 2024, having identified that diesel fuel for generators was a major contributor to our Scope 1 emissions we started to explore the potential for substituting solar power on projects. This is a long term project to identify and trial a solution that will work in some of the harshest environments and is currently underway.



Social

Break Even Goals 10-14 cover aspects of Human Rights and Labour as laid out by the United Nations Global Compact of which SafeLane Global are proud to be members since 2018

Human Rights

- **Assessment, policy and goals**

As passionate believers in human rights being the basic rights and freedoms that belong to every person in the world, from birth until death, we uphold the belief that these rights apply regardless of where you are from, what you believe or how you choose to live your life.

We actively work to promote human rights through the values we share with the UN OHCHR and the Equality and Human Rights Commission, namely dignity, fairness, equality, respect and independence.

This applies to all regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We introduced new training on Equality, Diversity and Inclusion in 2024, and all office based staff have been required to undertake this training.

SafeLane's commitment to human rights is documented in our codes of conduct as outlined in the office staff handbook and the field contractor guidelines. These documents are supported by a range of policies including our Equal Opportunities Policy, Environmental, Social and Governance Policy, and Modern Slavery and Human Trafficking Policy.

These documents are provided to everyone during induction or pre-deployment; and all staff are required to sign a commitment to upholding these policies' principles.

Additionally, we take our responsibility for the prevention of all forms of exploitation a step further, and have put in place our Whistleblowing Policy actively encouraging any employee or contractor, a client or their employees, or members of the public with concerns, to raise these in confidence with SafeLane Global or the relevant regulatory authority.

We aim to have a safe and healthy workforce and, through implementing suitable control measures, reduce the likelihood of incidents that will cause harm to people carrying out work on our behalf or affected by our work.

- **Implementation**

During pre-mobilisation, all field staff are informed of SafeLane's communication channels, including the whistleblowing contact details for raising any issue, with special focus placed on empowering staff to whistle-blow if they witness any human rights abuses such as sexual exploitation. The first point of call is the Project Manager in country, but if someone feels uncomfortable speaking to this member of staff, there is a direct point of contact at our UK office where male and female representatives offer full support. This is an entirely confidential channel.

Should a human rights focused concern be raised, our policies ensure such concerns are addressed at board level.



- **Measurement of Outcomes**

Consolidating this training and aligning it with our wider human rights focused policies will enable us to capture additional metrics beyond simply recording the numbers of international and local national personnel who have been trained to these standards.

As a pre-qualified UN vendor, we completed mandatory UN training in gender and diversity and doing business with the UN. Organisational personnel are required to complete this training, and as such all relevant staff maintain this training standard.

We apply the same commitment to upholding the UN's human rights standards to our suppliers. As part of our due diligence on any proposed supplier we require them to provide us with their corporate documentation so we can ensure they comply with UN expectations.

- **Performance**

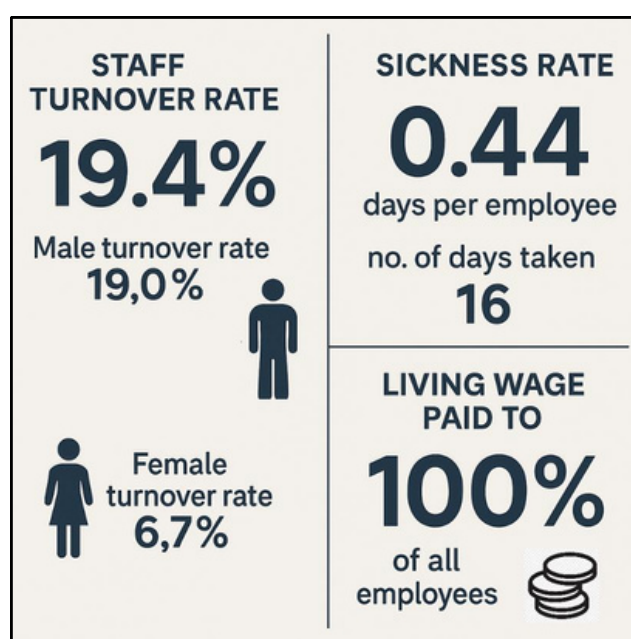
As in previous years, no cases of human rights abuse have been raised or identified in the current period, internally or externally.

All relevant staff have successfully completed their training in this area.

Labour

- **Assessment, policy and goals**

We place no restrictions on staff association with each other and encourage this. We welcome comment and criticism, and run an effective open-door approach to employee consultation. Briefings are given to staff quarterly and there is opportunity to question management at the time or 1-2-1 afterwards.



Our overall staff turnover rate in our offices for 2024 was, 19.4%. Broken down in to the sexes this comes out as 19.05% male turnover rate and 6.67% female turnover rate. The sickness rate for 2024 was a total of 16 days or 0.44 days per employee.

We pay a living wage to all staff wherever they work and ensure that our employees and contracted labour are working through choice, and receive the payments due to them.

In the UK this is accredited by the Living Wage Foundation, and by analysing data from WageIndicator.org, we are able to ensure that we pay the living wage in the countries in which we operate.



SafeLane Global provides a safe and healthy working environment, with our QHSE Manager, and Project Management teams both in the UK and abroad, assessing work activities and the risks they pose, and ensuring that safe working practices are in place for all employees, along with the necessary training, supervision, equipment and other resources.

We never employ child labour, nor allow our suppliers to do so, checking their records and performance through independent analysts.

SafeLane's non-discriminatory employment policies ensure we embrace diversity and ensure inclusion. We employ based on skills exclusively, and are committed to equal opportunities for all staff. Applications are encouraged regardless of age, sex, disability, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage or civil partnership status.

We have an open policy to capture, record and manage grievances received from within the company, from contracted staff and from external sources. Any grievance is reported to board level and dealt with comprehensively and compassionately.

• Implementation

When we grade our wages and map leave plans for project contract staff, we review and comply with local labour laws; we also place mental health awareness and stress mitigation at the centre of planning to ensure appropriate work and leave plans.

We have a trained mental health first aider in our office in the UK available for all staff wherever they are based, ensuring all staff have access to a supportive and understanding colleague. We are planning to roll out this training across the company, ensuring a higher percentage of our staff are trained and available to support their colleagues.

We have publicised reporting channels available to employees and stakeholders or members of the public to allow anyone to report areas of concern relating to our activities, including child labour and forced or compulsory labour.

We continue to conduct a regular gender and diversity analysis to understand how the cultural, social and economic differences, (real and perceived), between women and men from diverse groups influence their opportunities and roles in society, as well as their decision-making and access to resources and services.

We aim to employ people regardless of gender, or any other protected characteristic and ensure wherever possible that women and men have equal access to employment.

When planning projects and staffing and deliverables we factor into these plans to identify:

- Whether or not women can actively participate in a training where men are present?
- Are women able to travel unaccompanied?
- Can people from different ethnic groups actively participate in training where a majority from the dominant ethnic group is present?
- What are the constraints that might prevent men, women or members of diverse groups from equitable participation in the initiative?
- Are there barriers and constraints that might limit access to opportunities, resources and decision making?
- Are there ways of overcoming these barriers and constraints, e.g., women are provided with an escort (by a family member) to an overseas training facility.

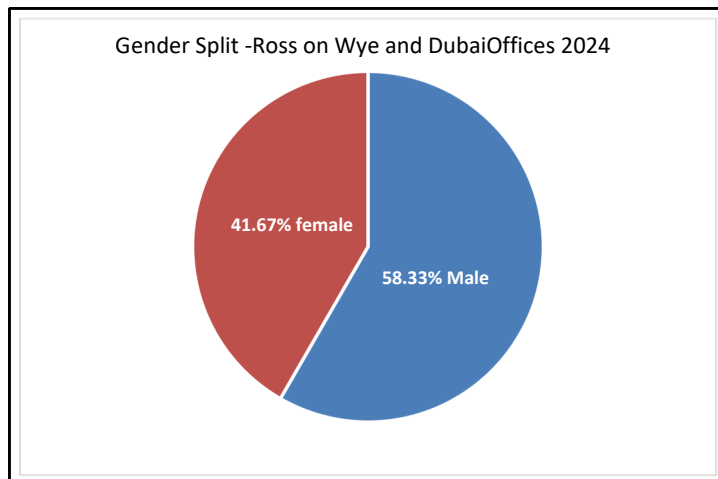
This enables us to ensure that what we deliver and who we employ is as diverse and effective as possible.

Community Health (Positive Pursuits 16) is safe guarded by the very activities delivered by SafeLane Global. By the removal of unexploded ordnance, land and marine environments are returned to use that benefits the local communities. Land that was hitherto unusable, can be used for agriculture, or fishing, or used to improve the infrastructure (roads etc) allowing greater communication and trade between communities, and access to health care and education. Land and the marine environment can be opened up for commercial use, leading to employment opportunities for the local communities too. Some of our clients deliver solar power generation to countries that will benefit the environment by reducing carbon emissions and leading to a better world in which to live.

• Performance

In 2024 there was an average of 377 people working for SafeLane Global each month, both Full-Time Employees and contractors and, during the year, they worked a total of 788,945 hours. There were 6 incidents requiring hospitalisation in early 2024 giving a frequency rate of 7.61 for the year; in addition there was 1 incident where a dog handler was bitten, and 19 people required first aid treatment.

As of the end of 2024, personnel at SafeLane Ross on Wye and Dubai Office are comprised 21 males and 15 females, all recruited on the basis of their skills, 33% of women being in top or senior management roles.



We actively endeavor to enhance the livelihoods of the local communities in those areas that we operate in. We do this in a number of ways, for example we enhance local capacity and mentor and train personnel in all mine action operations on our international projects. We are committed to gender mainstreaming and wherever possible we employ women in the field. Understanding cultural sensitivity is essential in promoting women to take on suitable positions of responsibility that are considered acceptable within their community.

SafeLane takes the strictest approach to serious breaches of all policies, and places particular emphasis on the close scrutiny of labour related policies to ensure all staff are safe, feel valued and are protected. There have been Zero Reports and Zero Cases discovered of abuses of our policies and no cases of child labour, or discrimination or exploitation associated with our operations.

During 2024, with the passing of legislation our HR department took steps to ensure that when the Worker Protection (Amendment of Equality Act 2010) Bill came into force, SafeLane Global took reasonable steps to prevent sexual harassment in the workplace, wherever it may be.

SafeLane Global Limited employs a high percentage of ex-armed forces members, and is proud to be a supporter of the Armed Forces Covenant, and recipients of the Silver Award from the Armed Forces Covenant Employee Recognition Scheme.

• Training

All SafeLane personnel working on UN projects complete four critical training modules:

- Prevention of Sexual Exploitation and Abuse,
- Prevention of Sexual Harassment and Abuse of Authority,
- Ethics and Integrity and
- Gender Equality.

Copies of pass certificates are held on file – we are proud of our staff as they have a 100% pass rate.

Any concerns or suspicions about breaches of labour policies and the equal opportunities and diversity policy within the business or supply chain must be raised immediately in accordance with the company whistleblowing policy. In serious cases, such behaviour may constitute gross misconduct and, may result in summary dismissal.

In addition to the courses listed above for project related staff, all staff have to complete the following mandatory training courses:

- Anti-Bribery and Corruption
- Fraud Prevention
- Manual Handling
- Display Screen Equipment
- GDPR UK Essentials,
- Equality, Diversity and Inclusion and
- Sexual Harassment Awareness



Employer
Recognition
Scheme

Governance

Future-Fit Break Even Goal No. 20 states that Business is to be conducted ethically, and that to be Future-Fit, a company must do three things:

- It must identify high-risk areas for ethical issues within the business;
- It must adopt a public commitment to ethical conduct; and
- It must establish internal controls to ensure it lives up to that commitment.

This ties in closely with Principle 10 of the UN Global Compact which states that businesses should work against corruption in all its forms, including extortion and bribery.

• Assessment, policy and goals

SafeLane commits to compliance with all relevant laws, including anti-corruption laws, in every nation in which it operates and has a formal anti-bribery policy which details our zero-tolerance approach to corruption. Operationally we work in some high-risk nations, which is why our approach to anti-corruption is entirely transparent and beyond reproach.

In the induction pack every employee receives, the staff handbook is included, and it includes full details of our anti-fraud and anti-bribery policies. Additionally, all field contractors receive specific anti-corruption standard operating procedures and awareness training, whilst office based staff receive on-line training when joining the company, which is refreshed on a regular basis.

It is our stated intention that every employee, contractor, supplier and client will undergo thorough and regular due diligence checks, and that all employees receive formal education in the areas of anti-bribery and corruption.

As part of both the financial and the quality management system audits that are independently undertaken at SafeLane annually, to ensure our financial and quality standards, our anti-corruption, anti-bribery and financial integrity standards are scrutinised. We are certified to ISO 9001:2015 and financial audits have confirmed we are compliant with the Fraud Act 2006.

During 2024 we also ensured that we were ready to take the appropriate measures to ensure compliance with the Economic Crime and Corporate Transparency Act 2023 and that we are not open to allegations of failing to prevent fraud within our business.

We have a suite of policies that outline our commitment to ensuring compliance with certain subject areas, and expectations of our staff to comply with those policies.

These policies include:

- Anti-Harassment and Bullying
- Data Protection
- Drug and Alcohol
- Environmental, Social and Governance,
- Equal Opportunities
- Modern Slavery and Human Trafficking
- Quality, Health, Safety and the Environment
- Whistleblowing.

We also plan to develop an employee Code of Conduct, as well as one for suppliers outlining our expectations of what they should be doing with regard to Environmental, Social and Governance matters

• Integration

We utilise the LexisNexis Bridger global due diligence platform to independently assess anyone with whom we plan to work: staff, contractors, suppliers and clients. We then batch run these checks fortnightly on current staff, contractors, suppliers and clients.

Example: we do not commission a supplier until they have been thoroughly reviewed. First, they are proposed by the person requiring their services at SafeLane, e.g., the logistics team; then they are Bridger checked by an administrative assistant. Their bank details are then confirmed by a third person. Finally, the results of these checks are reviewed by our finance department prior to the Chief Financial Officer giving approval to proceed. Only then can someone be used as a supplier at SafeLane.

The level of search detail is significant when using the Bridger system; if we receive any alert it is manually addressed which can lead to us seeking additional information from someone to understand whether the alert is a false positive or not. With any due diligence query, the ultimate decision about next steps lies with our Chief Financial Officer.

Checks such as these are built into our procedures when bidding or tendering for work, exporting equipment to supply projects, hiring contractors, whether corporate or individuals, or making foreign payments.

We continue to deliver company-wide fraud prevention and anti-bribery training to all new employees and this is refreshed for all staff on a biannual basis.

We complete regular internal audits in compliance with our IMS to test staff knowledge about all policies, paying particular attention to anti-corruption every time. We thus ensure personnel understand our processes and we gain information about whether our staff feel we can improve on any process. This feedback is reviewed, assessed and where relevant implemented.

We continue to take additional steps when mobilising to a new country. We conduct a full reconnaissance of potential staff or support services, and our checks go beyond the foregoing. We undertake local credit reference checks, conduct internet search analysis and of course make reference to The Office of Financial Sanctions Implementation's list of individuals, organisations and vessels on their sanctions list, to ensure we do not work with any of those listed.

All local, national and international payments are made via our global and reputable banking institution, which conducts the most robust checks including anti-money laundering.

• Performance

Each individual staff member has a duty to help detect, prevent and report instances that could constitute a violation of SafeLane's anti-corruption stance. We make the process simple because we are intrinsically a people-focussed organisation and no door is ever closed to an employee, even if they feel uncomfortable approaching the CFO or their line manager.

It is the responsibility of all company members to report any violation of policy. We, as a company, commit to ensuring there is a safe, reliable, confidential way of reporting any concern – not just relating to anti-corruption.

Knowledge is key, and our training is vital to ensuring that every employee has the requisite knowledge to act in a way to protect the business and our stakeholders.

No breach of policy has been recorded since the introduction of our rules and our due diligence processes.

We maintain a gratuity register which is peer and management reviewed annually, and wherever possible, all procurement over a certain value has to have at least three quotations sought from three independent suppliers.

Future-Fit Positive Pursuit 22 focuses on how a company might influence governance structures beyond its own organisation – such as those within governments or public institutions – to support the systemic pursuit of future-fitness. By setting an example, SafeLane Global, acts ethically ensuring our business is seen to be more accountable, participatory, responsive, responsible and transparent, we will be able to influence others to do the same.

Future initiatives

We are a dynamic organisation at heart, able to rapidly deploy globally to solve even the most complex and dangerous operational requirements of our clients. As a result, our future initiatives are focussed on maintaining this agility. The locations and state of existing infrastructure in some of these countries affects how we generate power on differing projects and this affects our continued efforts to reduce energy consumption or efforts to use alternative energy sources. However we continue to use solar power wherever possible and will endeavour to increase this, reducing the need to use diesel and other planet-depleting resources.

We have an appointed QHSE ESG Manager whose role is to champion ESG performance and work with both management and project teams to improve environmental, social and governance performance and through auditing of processes, driving improvements and championing all things ESG, this will further contribute to improving performance across all three areas.

February 2024 saw updates to ISO 9001 Clauses 4.1 and 4.2. The update adds two key points to existing clauses within the ISO 9001 framework relating to Climate Change. These changes are:

Clause 4.1: Understanding the Organisation and its Context: This clause now requires organisations to determine whether climate change is a relevant issue to their operations.

Clause 4.2: Understanding the Needs and Expectations of Interested Parties: A new note highlights that relevant interested parties may have requirements related to climate change.

These updates have also been reflected in ISOs 14001 and 45001 and it has been part of the QHSE ESG Manager's role in 2024 to publicise and educate staff about them and how it impacts our business. By being prepared, SafeLane Global Limited can ensure that it has an enhanced reputation, demonstrating our environmental responsibility and boosting our image, potentially attracting environmentally conscious customers and investors. We can manage risk better, helping our business become more resilient and adaptable to future changes. By increasing efficiency we can optimise our usage and reduce our energy consumption. And by being compliant with regulations we can get ahead of the curve.

Conclusion

By embedding the UN SDGs and the Future-Fit Break Even Goals into our strategies, policies and operations, we have established a culture of integrity at SafeLane which benefits both those we employ and those we support.

We restate our commitment to leading by example, and commit to uphold the principles of ESG Excellence wherever we have a presence – in our offices in the UK and the UAE, or globally on our projects.

