



GLID WIND FARMS
TOPCO LIMITED

Sustainability Report

2023



MACQUARIE

Green
Investment
Group



GLID

Harnessing
natural energy

BLACKROCK®

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1. Who are GLID?

GLID Wind Farms TopCo Ltd consists of two offshore wind farms, Lynn and Inner Dowsing (LID), that each comprise of 27 x 3.6-107 Siemens wind turbine generators (WTGs). The wind farms neighbour each other and are located approximately 5km off the coast of Skegness, England. The assets have a total operating capacity of 194.4MW. The wind farm is operated from the Grimsby Renewables Operations Base (GROB) located in Grimsby, North East Lincolnshire and is connected at 33kV at the onshore Middlemarsh substation located East of Skegness. As an asset, LID is mature in comparison to most other offshore sites, as it approaches its 16th year of operation in 2024.

GLID has no employees and consists of only board members who represent the interests of the ultimate owners, it is managed by an asset management organisation to oversee and closely manage the asset at ground level. Since the purchase of LID in 2017, XceCo have performed as the asset manager for GLID by representing and acting on behalf of the owners throughout the day-to-day operations, undertaking tactical decision making and managing the business activities within a board defined remit. The team has significant experience in the power industry and has historically worked on and very closely with the LID asset whilst it was previously owned and operated by Centrica Energy. Siemens Gamesa Renewable Energy (SGRE) are contracted to complete all regular service and maintenance of the assets. Operating and sailing out of the Grimsby Renewables Operations Base (GROB) and its quayside within the Grimsby Fish Docks Enterprises (GFDE) docks. Siemens Energy (SE) are responsible for all high voltage (HV) elements of the asset, including Middlemarsh substation. XceCo maintain a very close relationship with both organisations, collectively working out of and sharing an open office space at GROB.

2. GLID's approach to Sustainability

According to the Met Office, 2023 was the warmest year on record globally with a global average temperature of 1.46°C above the pre-industrial baseline leading to another year of heatwaves, droughts, floods, and fires (Figure 1). The United Nations (UN) Climate Change Conference held in Dubai, in the United Arab Emirates at the end of 2023 (COP28) also recognised that progress to address climate change was too slow across all areas of climate action including reducing greenhouse gas emissions, therefore all countries agreed that action needs to accelerate across all areas by 2030.

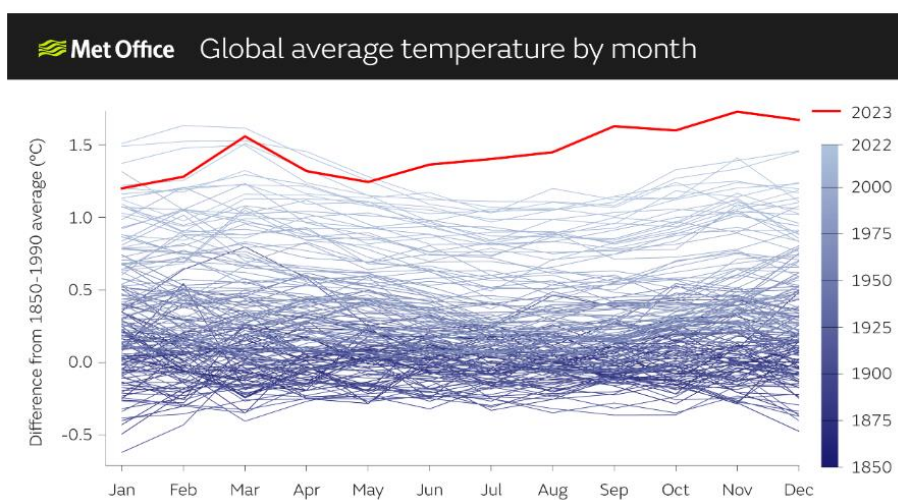


Figure 1: Global Average temperature by month (Met Office, 2024)

As well as the environmental and social responsibility to play our part in the fight against climate change, GLID recognises the benefits that developing a robust sustainability strategy can bring. Reducing energy and fuel consumption can lead to increased efficiencies and economic benefits for the business in addition to attracting talent as new entrants into the workforce seek out environmentally responsible companies. GLID acknowledges the importance of social sustainability as one of the three pillars of sustainability (Figure 2) which focuses on improving people's quality of life, fostering strong relationships, and ensuring everyone has the chance to fulfil their potential. This is reflected in our policies on Labour Standards, Equality, Diversity & Inclusion (E, D&I) and Stakeholder Relations amongst others. Moreover, investors are increasingly looking to support sustainable businesses and therefore developing a sustainability strategy aims to meet consumer demands as well as adding brand value.




Figure 2: The Three Pillars of Sustainability

With that in mind, GLID continues to operate with sustainability at the forefront of its business strategy with the GLID Directors taking ultimate responsibility for Environmental, Social and Governance (ESG) performance. The Materiality Assessment that was completed at GLID in May 2022 highlighted 11 material topics of significance. The 11 topics were categorised into three areas to enable GLID to focus its priorities; maintain and enhance, improve, and a supply chain project. From the Materiality Assessment, GLID developed an ESG strategy in Q1 of 2023 with clearly defined Key Performance Indicators (KPIs) to track progress with the baseline being set at 2019 due to the impact of the COVID national lockdown in 2020 and subsequent catch up in 2021. A Materiality Assessment will be repeated in 2025 to review the topics and to ensure that new business developments and trends are not overlooked.


3. Key Performance Indicators Summary

Having reviewed the 11 material topics and compiled baseline GHG inventory data for Scopes 1 and 2 from 2019, various KPIs for each material topic were set at the beginning of 2023 as noted below. The KPIs also link to the UN Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact (see Appendices). The KPIs have been aligned to ESG objectives and categorised into the three areas of **maintain and enhance**, **improve**, and **supply chain project**.

13 CLIMATE ACTION




7 AFFORDABLE AND CLEAN ENERGY




Environmental Objectives

14 LIFE BELOW WATER



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- **GHG emissions**
 - Net Zero – reduce Scope 1 & 2 emissions to zero by 2025 and all Scopes to zero by 2040
 - Develop an Inventory Management Plan (IMP)
- **Energy efficiency**
 - Reduce energy consumption
 - Undertake an energy audit
- **Biodiversity**
 - Zero spills and discharges to the sea
 - Zero wildlife fatalities
 - Enhance onshore & offshore habitat
- **Resource use & circularity**
 - Reduce waste
 - Reduce water consumption





Social Objectives




- **Health & Safety**
 - Zero LTI & Zero IFR
 - HSE observation rate min. 4/1000 hours worked
 - Annual H&S Policy review
 - H&S research & equipment
- **Employee Wellbeing**
 - Employee engagement survey
 - Team lunches/social events
 - Mental health champions
 - Healthy eating/exercise campaigns
 - Develop Diversity & Inclusion (D&I) strategy
 - D&I awareness campaigns
- **Local Community Impacts**
 - Support local charities
 - Sponsorship for local causes
 - School/Further Education/university visits
 - Work experience placements
 - Research sponsorship opportunities for local roles
 - Community Open Day
- **Industry Collaboration**
 - Collaborative reviews with key contract partners
 - Engage with renewable projects





Governance Objectives

- **Cyber security**
 - Zero non-conformance in penetration testing
 - Zero non-conformance in personal data breaches (GDPR)
- **Ethics and anti-corruption**
 - Annual Modern Slavery Statement review
 - Annual review of core policies
 - Zero fraud in financial reporting
 - Bi-annual Risk Register review
 - Annual GHG emissions data verification (Scope 1&2)
 - Annual financial audit
 - Annual segregation of duties assessment
- **Supply chain**
 - Audit key supplier premises and documentation
 - Annual review of the vendor process

4. Global Real Estate Sustainability Benchmark (GRESB)

The Global Real Estate Sustainability Benchmark (GRESB) is an organisation that provides assessments and benchmarks that can be used by businesses to compare their performance against their peers and find actionable advice on how they can improve in their ESG performance. Participants in the GRESB assessment receive scores based on the data provided for the previous calendar year. The scores are then aggregated to calculate an overall GRESB score, which is an overall measure of ESG performance represented as a percentage.

A higher GRESB score demonstrates a stronger commitment to sustainable practices, effective management of ESG risks and opportunities and alignment with industry best practices. The score allows participants to compare their performance with peers, track progress over time and communicate their sustainability efforts to investors, stakeholders, and the market.



GLID completed the GRESB assessment once again during 2023 for the 2022 calendar year. GLID were pleased to receive an overall performance score of 93%, an improvement from 81% in 2022, comprising 90% in the management component and 95% in the performance component; an improvement from 75% and 85% in 2022 respectively. In terms of ESG, GLID scored 100% in the Environmental component, 95% in the Social component, and 78% in the Governance component. GLID will complete the GRESB assessment in 2024 for the 2023 calendar and will strive to make improvements where possible.

ESG Breakdown

[Guidance](#)



5. 2023 ESG highlights

ESG highlights

- GHG emissions reduction (Scope 1 & 2)
- HVAC electrification
- ESOS audit
- Scope 3 inventory expansion
- 93% GRESB score
- Mental health initiatives
- D&I awareness campaigns
- Charity fundraising
- Industry collaboration
- Supplier Audits

Social

Health and Safety

Safety continues to be the top priority for GLID with a strong belief that everyone has the right to go home safe and healthy. GLID work closely with our contract partners to promote a One Team safety culture where everyone is encouraged to speak out if they believe something is unsafe. SGRE undertook a safety culture assessment during 2023 focusing on five domains – empowerment, green energy, ownership, windtegrity, and zero harm. The results from this assessment formed the basis of the Zero Harm Principles for LID (Figure 3).

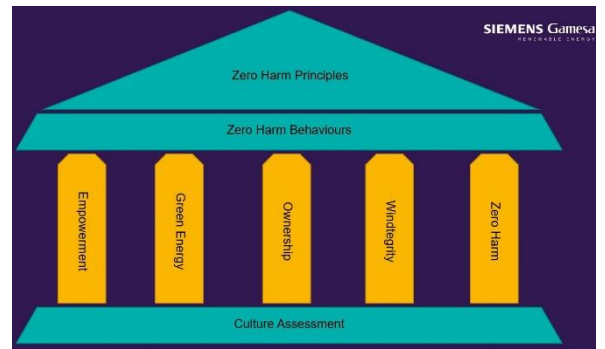


Figure 3: SGRE Zero Harm Principles

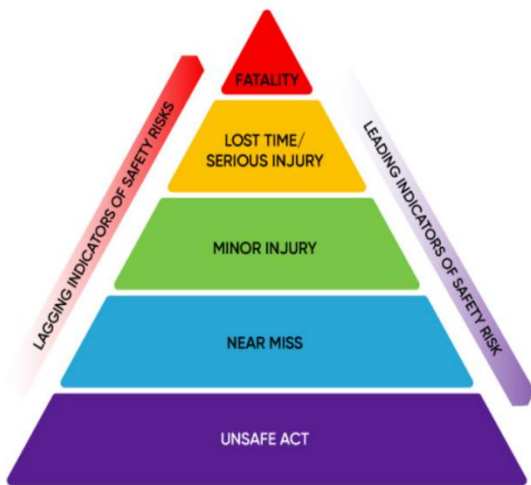


Figure 4: Heinrich's safety pyramid (1931)

Despite GLID's strong commitment towards creating a safe workplace environment, LID reported one Lost Time Injury (LTI) in September 2023. The Lost Time Incident Rate (LTIR) and Total Reportable Injury Rate (TRIR) at the end of 2023 was therefore 6.22 per million man-hours.

The team at LID understands the relationship between unsafe acts, near misses and serious incidents since if the number of minor incidents is reduced, then there should be a corresponding fall in the number of serious accidents (Figure 4). For this reason, LID places importance on HSE observation reporting to ensure that all unsafe acts and conditions are recorded and managed, as well as recognising safe conditions. LID sets itself the target to achieve an observation rate of 4 per 1,000 hrs with the HSE observation rate for 2023 concluding at 6.41 per 1,000 hrs.

Employee Wellbeing

Employee wellbeing encompasses mental, physical, emotional, and economic health, and is influenced by workplace relationships, resources, and decisions. It plays a vital role in productivity, engagement, motivation, and a positive culture (Figure 5), therefore it continues to be an important focus at LID and it is recognised that the link between promoting employee wellbeing and reducing stress contributes to a safer working environment.

To encourage healthy eating, weekly fruit deliveries commenced at the start of 2023 and have been a welcome addition to the office. In addition to the on-site gym, during 2023 Wellbeing walks have been encouraged on a lunchtime to promote movement as well as providing an opportunity for a brain break.



Figure 5: Workplace Wellbeing



As in previous years, regular team lunches with a quiz took place during 2023. This provides an opportunity for staff to get to know other team members in an informal setting, helping to create strong working relationships. In addition to workplace team lunches, several social events were planned in 2023 to include the offshore technicians and vessel crew. These included a pre-season bowling event, mid-season meal and end of season team event at The Cube in Manchester. GLID also held our annual Christmas lunch with Secret Santa and Christmas jumper day in December.



LID continues to have a mental health working group who meet regularly to discuss mental health initiatives. In 2023, the mental health champions highlighted Stress Awareness month in April,

when staff received a wind turbine stress reliever, Mental Health awareness week and Wear Green Day in May, when staff were encouraged to wear green and received a Wellbeing box to highlight the importance of self-care, and Menopause Day in October when staff took part in a lunch and quiz to raise awareness of menopause. Mental health support continues to be available for all staff via the Employee Assistance Programme (SGRE), We Care Programme (XceCo), and Peninsula (Bellrock) and line managers continue to encourage staff to be open about mental health so that support can be provided.



Equality, Diversity & Inclusion

At GLID, we encourage and value diversity of thought so that everyone feels free to openly share their ideas and input. We truly believe that a combination of different perspectives creates better solutions. In June 2023, we were proud to support Pride month by making Pride Progress Flag button badges available to staff. The purchase of these badges helped support Pride Space CIC, a project to support the LGBTQ+ community with low-cost and free counselling services. In May, we were proud to have one of the XceCo team, Siobhán Mooney, Reporting Manager, shortlisted as a finalist for 'Woman of the Year' at the Humber Renewables Awards. Unfortunately, she was not the overall winner, but it was a great evening to celebrate successful and pioneering women in the renewables industry. In October, we celebrated Black History Month which aims to share, celebrate, and understand the impact of black heritage and culture. The theme for 2023 was to celebrate the achievements of black women in various fields and we were fortunate to receive a presentation from Ebuka Anisiobi, Project Engineer, who talked to us about his Nigerian heritage.



Ryder Marsh OCAID Ltd carried out an organisational culture and individual development (OCAID) assessment in June 2023 on behalf of SGRE and LID to gain insight to the wider organisational culture and identify opportunities for further improvement. Comments and votes from groups were analysed resulting in recommendations to improve the organisational culture at LID in 2024.

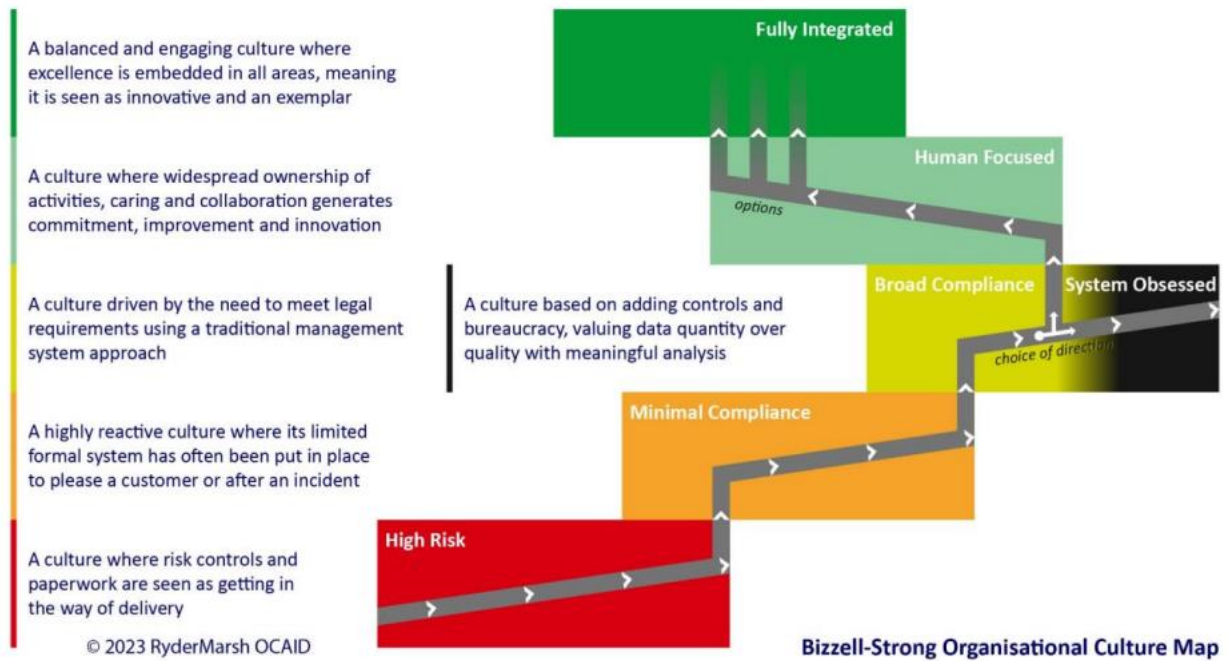


Figure 6: Bizzell-Strong Organisational Culture Map (OCAID, 2023)

Industry collaboration

LID prides itself on working closely with other organisations in the renewables industry to share best practices and be at the forefront of innovation. As a mature asset, LID is often approached to trial new technologies available to the industry. Offshore Renewable Energy Catapult (OREC) contacted LID at the end of 2022 to advise of a project to trial a 5G network offshore and to ascertain if LID would be a suitable host site. In January 2023, an offshore visit took place to review the foundation structures and installation practicalities at LID. Following this initial visit, several meetings took place during 2023 with design teams and a further site survey at the substation in June to install additional lines. Offshore mobilisation commenced in August 2023 and was completed in September with end-to-end testing completed by Openreach in February 2024. A 5G network offshore would provide strong and stable communications for remote operations of Unmanned Surface Vessels (USV) to complete infield surveys contributing to improved safety.

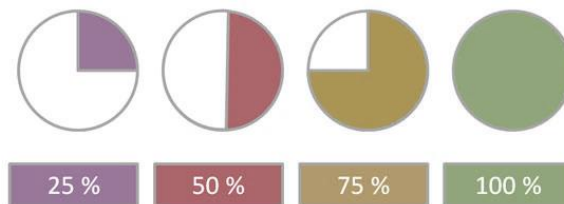


A 5G network offshore would provide strong and stable communications for remote operations of Unmanned Surface Vessels (USV) to complete infield surveys contributing to improved safety.



LID has also been collaborating with OREC and their Data Scientists on a generator failure prediction tool during 2023. The model uses WTG SCADA data to look for early signs of a failure. LID provided the team with historical data in the first instance to test the model and following a few attempts, they were successful in identifying historic failures. Following this, the next stage of the trial is to use live data to evaluate the effectiveness and accuracy of the software. Discussions took place at the end of 2023 on how to securely share data with the team to achieve this and this will be continued in 2024. Given the extended lead times on obtaining Jack Up Vessels to undertake major component exchanges, it is hoped that identifying generator failures in advance will lead to reduced periods of WTGS being offline thus maximising generation.

During 2023, GLID continued to hold regular meetings with SGRE, Siemens Energy and Bellrock Ltd as part of the Supplier Engagement Program. Quarterly meetings were also held with SGRE senior management to discuss site performance, contractual issues, and a Harvey Balls Review – symbols to visually communicate qualitative information such as supplier/customer performance – on areas covering Health & Safety, Teamwork, Cost & Programme, Quality and value for money, ESG, Satisfaction and technical resolution. These structured meetings promote effective partnerships with our value chain driving mutually beneficial outcomes.



Governance



Cyber Security

GLID continues to undertake tests to comply with the Cyber Essentials Plus Certification which covers elements required to defend against a whole range of cyber-attacks. In addition, GLID aims to confirm to the latest guidance from the National Cyber Security Centre (NCSC).

As part of our vigilance, the comms/server room access records were audited in January 2023 with no findings of concern. In February, the IT provider completed an upgrade on the network firewalls across the entire system in Grimsby, Middlemarsh and Walpole. This upgrade was essential to do all we can to continue to protect our information technology from cyber-attack.

Ethics and Anti-corruption

GLID continues to uphold a zero-tolerance position on bribery and corruption. We pride ourselves in operating professionally and with integrity in all business dealings and relationships. New suppliers are expected to conform to our ethical standards and Supplier Code of Conduct which outlines the requirement to protect the environment, human rights and to demonstrate integrity in corporate conduct. In response to the Economic Crime and Corporate Transparency Act 2023 (ECCTA), GLID updated its procedures relating to safeguards against economic crime and reviewed the information it holds on Directors to improve corporate transparency.



Economic Crime and
Corporate
Transparency Act
2023

GLID has a Sustainability Policy which outlines the approach used to achieve its environmental goals. In terms of human rights, GLID has policies on Child Labour, Equality, Diversity & Inclusion (ED&I), Labour Standards and produces a Modern Slavery Statement every year which is published on our website. Our annual statutory accounts undergo an external financial audit, and we have financial controls in place such as Delegation of Authority and segregation of duties to minimise the risk of malpractice.

In 2023, further policies were developed to include an updated Cookie Policy and Privacy Policy on our website, as well as an updated GDPR Policy, and Personal Data Protection Policy. All policies are reviewed on an annual basis including the Health & Safety Policy. In addition, the GLID Risk Register was reviewed in February and July in 2023 to ensure that any new or emerging risks were considered as well as any updates to existing risks. Regular updates to the Legal Register also take place to ensure compliance with any new legislation.

7. *Improve*

Environment

Inventory Management Plan (IMP)

One recommendation following the verification of the GHG inventory last year was to develop an Inventory Management Plan (IMP) as industry best practice. The IMP supports organisations in meeting the GHG accounting principles of relevance, completeness, consistency, accuracy, and transparency. An IMP is a valuable tool for managing an annual GHG inventory, as well as important documentation of the management systems and methodologies used to create the inventory, from initial data collection through final reporting. GLID therefore prepared an IMP in 2023 which was used to support the 2023 GHG inventory verification process.

Operational GHG Emissions

Our GHG inventory for 2023 was externally verified and assured by Cameron-Cole LLC using the World Resources Institute (WRI)/ World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004 revised edition) (GHG Protocol).

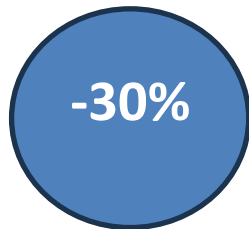
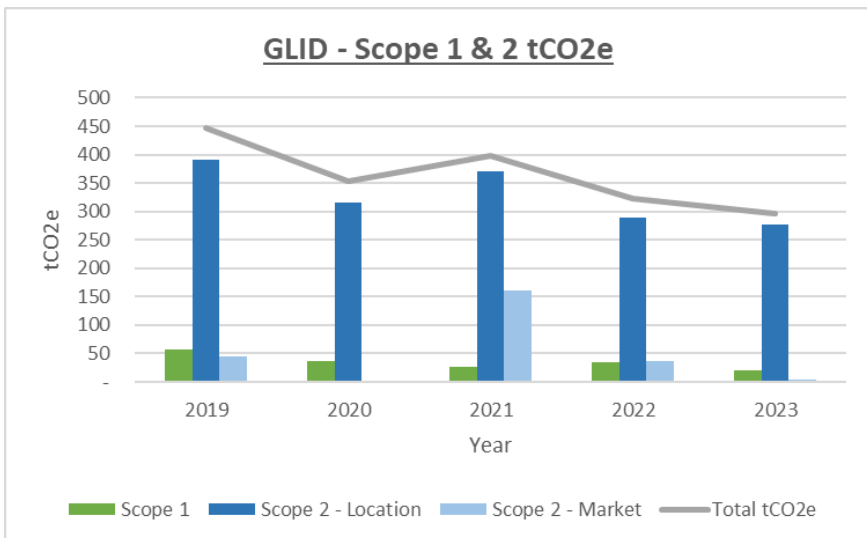
For CY2023, GLID reported the GHG emissions listed below for Scope 1 and Scope 2.

GHG Emissions Category	MT CO ₂ e
Total Scope 1 Emissions:	19.91
Total Location-Based Scope 2 Emissions:	275.90
Total Market-Based Scope 2 Emissions:	4.81

Following the baseline assessment, GLID set a target of achieving zero GHG emissions for Scope 1 and Scope 2 (market-based) emissions by 2025 and net zero for all scopes by 2040. In April, the Heating, Ventilation and Air Conditioning (HVAC) system was replaced and upgraded with a new system which removed the use of gas, a Scope 1 emissions source, at the base facility moving energy reliance to electricity. The upgrade was completed in June followed by the removal of the LPG tanks onsite. In addition, a new green electricity tariff was agreed in April for GROB making the Scope 2 market-based emissions zero for the base facility. The electricity supply for the import of electricity by the wind turbines themselves at the Middlemarsh substation was already on a green tariff and this was renewed in April 2023 thus making all Scope 2 market-based emissions zero for GLID. This is a great achievement for GLID since from 2024 we will be able to report zero emissions for Scope 1 and Scope 2 market-based emissions thereby achieving our target 1 year early. Since 2019, GLIDs Scope 1 GHG emissions have decreased by 65% and Scope 2 GHG emissions have decreased by 30%.



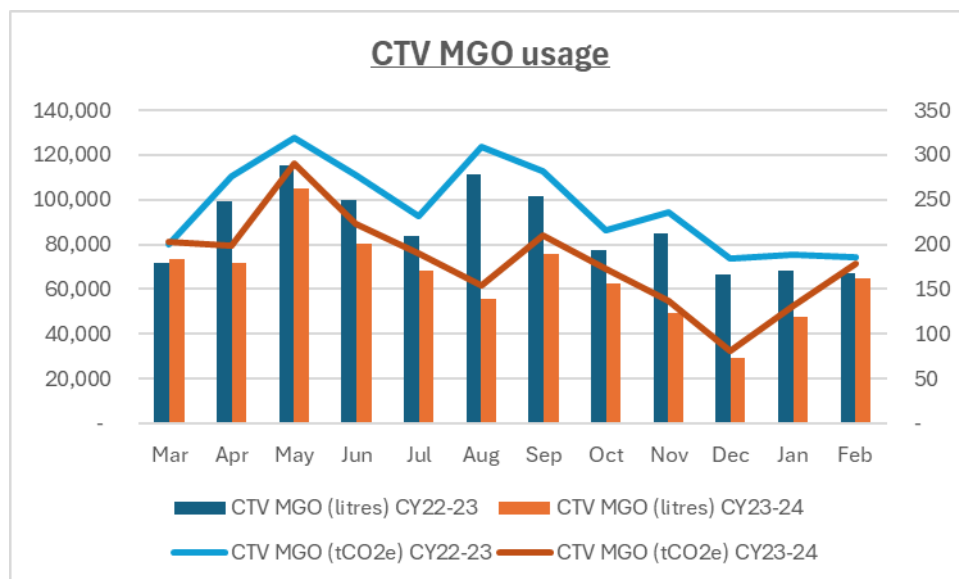
Scope 1 GHG emissions are 65% down in 2023 compared to the base year (2019) and 42% YOY



Scope 2 GHG emissions are 30% down in 2023 compared to the base year (2019) and 5% YOY

Marine gas oil (MGO)

The marine fuel usage at site is not owned or controlled by GLID, it is instead managed by contract partners and is therefore recorded under Scope 3. In March 2023, SGRE appointed a new crew transfer vessel (CTV) provider having included reducing GHG emissions as part of the tender document. The new vessels have hydrogen injection engines which improves fuel efficiency. Having analysed the MGO fuel consumption from March 2022 – February 2023 and the same period in 2023 - 2024, it is noted that fuel consumption reduced by 25% (783,265 litres v. 1,047,177 litres), with a similar number of non-sail days recorded over the 12-month period.



MGO is also recorded for the jack-up vessels (JUV's) used for major component exchanges. The total MGO used in 2022 was 130,600 litres (362.47 tCO2e) over 12 major component exchanges compared to 117,600 litres in 2023 (325.92 tCO2e) over 10 major component exchanges. MGO is also recorded for any projects at GLID such as the Davit replacement project which took place in 2023 so that a complete inventory is available for this GHG emission source. The MGO usage for the Davit project in 2023 was 139,092 litres (385.48 tCO2e). GHG emissions associated with MGO represents 90% of GLID's GHG emission sources based on the currently available GHG inventory (see Figure 8 below).

Energy efficiency

In July, an Energy Site Survey was conducted at GROB for the purpose of identifying energy saving opportunities (ESOs). Data used in the production of the report covered the 12-month period commencing 01/01/2022. A number of recommendations were highlighted including improving energy management; installing timers to electric towel rails; reviewing temperature set points in meeting rooms, gym, and control room; reviewing the maintenance of the older air source heat pump (ASHP) condenser equipment; and amending the BMS time schedules. Due to the upgrade to the HVAC system, some of these recommendations have already been implemented. At the time of the report, GLID did not have access to half-hourly electricity consumption via the direct feed from the solar PV panels, however this is now available which will make future analysis more comprehensive. All recommendations will be explored to further reduce electricity consumption at the base facility where possible including investigating any equipment which makes up the baseload since any equipment found to be unnecessarily operating, or switched on for longer than needed, should be switched off to reduce energy waste (Figure 7).

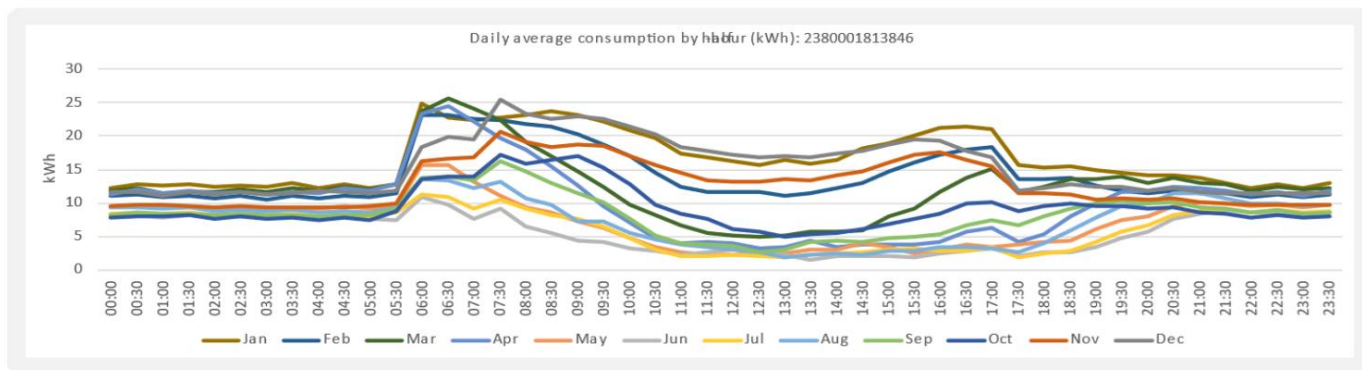


Figure 7: GROB daily average consumption by half-hour (kWh) and by month

Electricity consumption at the base facility reduced by almost 10% in 2023 compared to 2022 (Table 1). This is attributable to the upgrade to the HVAC system which is more energy efficient since the energy consumed from the solar PV panels was less in 2023 at 63,412 kWh compared to 71,536 kWh in 2022 (-11%). Electricity consumption from the electric vehicle (EV) chargers has been deducted from the values in the below table as GLID saw a 48% increase in EV charging in 2023 (8,519 kWh in 2022 v. 12,600 kWh in 2023).

Scope 2	2022	2023
net GROB kWh	174,494	158,032
Location tCO2e	33.74	32.72
Market tCO2e	15.36	4.81
YOY Change		-9.43%

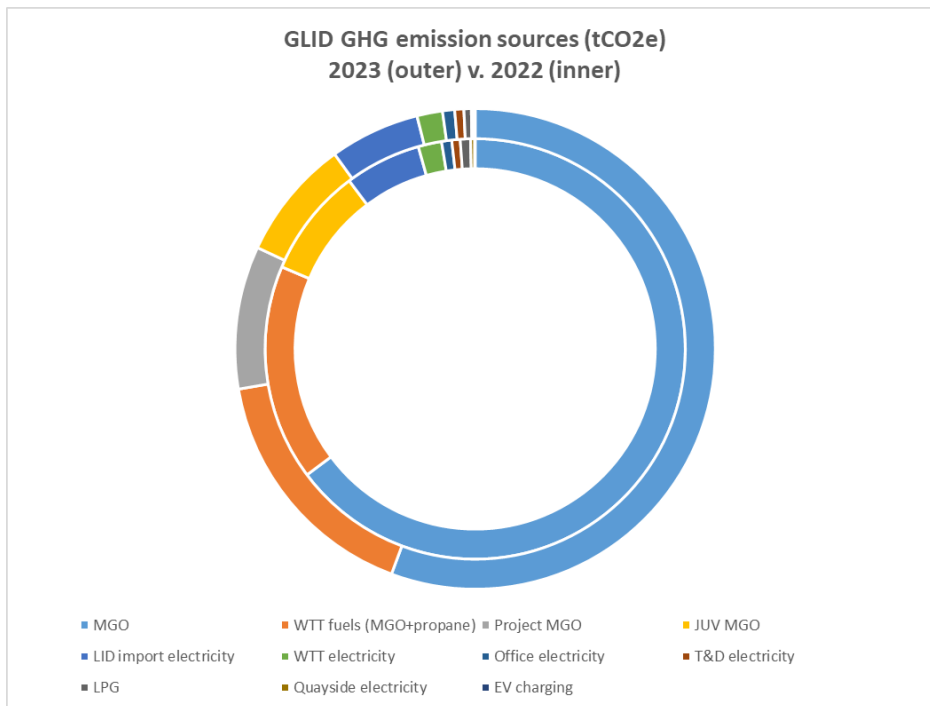
Table 1: Net electricity consumption at GROB 2022 and 2023

Scope 3 emissions

Scope 3 greenhouse gas emissions constitute the bulk of GLID’s carbon footprint since this incorporates all activities in the value chain, including upstream activities in the supply chain, operational activities outside of GLID’s operational control, and activities related to daily business administration. During 2023, the Scope 3 GHG inventory was expanded to include fuel- and energy-related activities such as transmission and distribution (T&D) losses of purchased electricity – this represents category 3 as per the GHG Protocol (2013) - as well as the electricity used by the CTVs on the quayside which falls under category 4 upstream transport and distribution. In addition, it was agreed with Cameron-Cole as part of the Scope 2 verification process to remove the electricity consumption associated with the electric vehicle (EV) charging stations situated in the car park at GROB and report this under Scope 3 since the cars using the EV charging units are employee-owned cars.

There is more work to be done to expand the Scope 3 inventory. An initial screening has identified the following categories of significance to GLID’s Scope 3 GHG inventory therefore the challenge will be to work closely with key contract partners such as SGRE to obtain the required information to build up meaningful inventory in these categories.

1. Purchased goods and services e.g. components and consumables;
2. Capital goods e.g. main components (generators, gearboxes, Davits);
3. Fuel- and energy- related activities e.g. transmission and distribution losses of purchased electricity;
4. Upstream transportation and distribution e.g. marine gas oil (MGO) from crew transfer vessels (CTVs);
5. Waste generated in operations.



90%

Marine gas oil (MGO) = 90% of GLID's GHG emissions in 2023 (based on available data)

Figure 8: GHG emission sources at GLID (based on currently available data)

Resource Use and Circularity

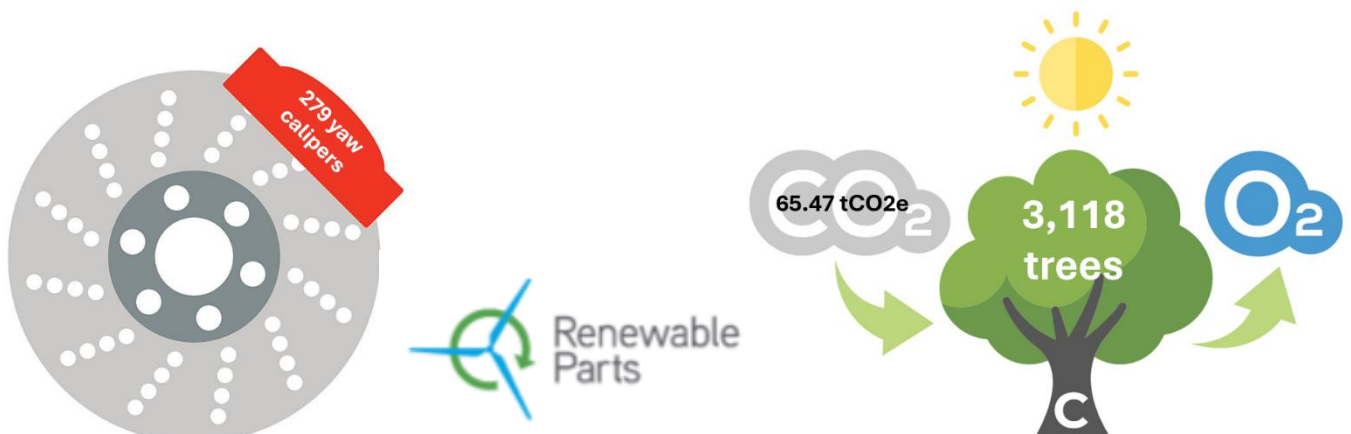
Waste

None of the waste generated at GLID in 2023 was sent to landfill. All non-recyclable general waste was sent to the local waste-to-energy (WTE) plant. All waste is segregated at site and includes Waste Electrical and Electronic Equipment (WEEE), liquids including bilge waste, oil, and coolants, metal waste, plastics, oil contaminated waste, batteries, dry-mixed recycling (DMR), and general waste. No hazardous waste is produced at site. The total waste collected at site in 2023 was 61 tonnes compared to 32 tonnes in 2022. The primary driver for the increase in waste during 2023 was 18.9 tonnes of scrap metal following the Davit replacement campaign (image right).



In July 2023, the Environmental specialist from SGRE conducted an Environmental Walk & Talk at LID and recommended the separation of organic food waste in the offices as well as better signage for WEEE. It was also suggested to make water coolers available on the CTVs to reduce the consumption of plastic bottles for drinking water.

During 2023, GLID continued to work with Renewable Parts to recycle mechanical, electrical, and hydraulic components. Renewable Parts created a tower-ready recirculated offering for the Siemens SWT-3.6 WTG yaw brake caliper as a tangible means of decarbonising customer O&M footprint through the mitigation of recycling and waste to landfill. Remanufacture of the yaw caliper involves replacement of seals and pistons, inspection of core parts, detailed cleaning, repainting, and packing to turbine-ready status. GLID sent 279 unserviceable yaw brake calipers to Renewable Parts in 2023 to be reintroduced back into service amongst the SWT-3.6 WTG fleet. This equates to a saving of 65.47 tCO₂e, the amount of CO₂ absorbed by 3,118 trees per year.



Water

Water is a precious natural resource and unfortunately due to climate change, the UK is experiencing more extreme weather patterns with droughts and flooding meaning water supply is becoming more unpredictable. Water is intrinsically linked to energy as the water companies need to treat and pump water into homes and business premises. We all have a responsibility to conserve all the Earth's natural resources and water is one of these.

GLID does not use any water in its operations, therefore water usage is minimal comprising drinking, washing and sanitary facilities at the Grimsby base and Middlemarsh substation only. Bottled water is provided for the offshore technicians with no access to potable water on the vessels. Waterless urinals are in operation at site to keep usage to a minimum. Water consumption is recorded monthly via meter readings. The total water consumption in 2023 across GROB and Middlemarsh was 350m³ compared to the average water usage for a standard household in the UK at approximately 164m³/year (On Average, 2024). Research was undertaken in 2023 regarding rainwater harvesting solutions and water butts, however due to the immaterial water usage at GLID no further action was taken.



Biodiversity and Habitat

According to Global Landscape Forum (2020), biodiversity provides four main types of benefits to humans: nutritional, cultural, health, and climate-related (Figure 9). Healthy and functional ecosystems play a crucial role in sustaining human livelihoods through providing necessities and benefits such as food, water, energy sources and carbon sequestration.

GLID aims to minimise any impact of its operations, both onshore and offshore, to local biodiversity. We aim for zero oil spills and discharges to the sea, zero dropped objects, and zero wildlife fatalities. Unfortunately, in May 2023, GLID experienced a loss of approx. 100 litres of oil to sea due to a failed hydraulic component in the hub which was reported to the Marine Management Organisation (MMO) as required by the marine licence. Oil was also noticed on the surface of the water around the WTG foundation in September 2023 which was reported to the MMO.



Figure 9: Biodiversity benefits to humans

In terms of dropped objects into the sea, GLID reported a vessel propeller lost at sea due to a snapped prop shaft in July 2023 which was reported to the Marine Accident Investigation Branch (MAIB) and the MMO. At the time of writing, the propeller has not been retrieved as its location is unknown however, GLID will continue to search for the propeller during seabed surveys. In August, a M36 socket jammed on the nut of the davit arm base bolts then dropped into the sea with the MMO being informed.

During 2023, there was an increased commitment by technicians to report all wildlife fatalities found on the wind turbines with a number of dead birds reported. Steps to mitigate dropped objects and oil spills are always being investigated and implemented where possible.

Research continues to take place into potential marine biodiversity enhancement opportunities; however, most initiatives are designed to be implemented during the construction phase of offshore wind turbines therefore reducing the opportunities available to GLID which has already been established for 15 years.

Enhance onshore habitat

During 2023, staff at GLID took part in various litter picks around the base facility and at Cleethorpes beach on World Environment Day on the 5th June. The flower beds at GROB continued to be maintained during 2023 with the addition of bug hotels, purchased from pupils who made them for their Young Enterprise project, to promote biodiversity and attract pollinating insects. Plans to develop the outdoor space following the removal of the LPG tanks in July 2023, to further promote biodiversity and provide a pleasant recreational area for staff to enjoy during breaks are still being considered for implementation in 2024.



Social

We aim to enhance the lives of people living in the local community by encouraging effective and sustainable participation in its own development and by supporting local initiatives in various ways. As part of GLID's commitment towards social sustainability, GLID holds an Events meeting every month where charity fundraising and donations, sponsorship, community engagement, and social events are considered.

Charity

Staff were invited to nominate a charity of their choice to be considered for the GLID Charity of the Year 2023 and following a vote, St Andrew's Hospice was chosen. St Andrew's Hospice and Andy's at St Andrew's Hospice provide palliative care for adults and children in the local area. It costs £5.5 million a year to provide free care for everyone who needs their services, therefore they rely heavily on donations.

Various fundraising initiatives took place during 2023 including donations for pancakes on Shrove Tuesday, a donation from SGRE to match the highest score at a team bowling event, a sweepstake for the Women's FIFA World Cup, and a football card. In addition, a charity golf day was held at Waltham Windmill Golf Club in aid of St Andrew's Hospice in September raising an amazing £3000 thanks to green fees, raffle prizes and competitions such as nearest the pin. In addition to monetary donations, staff at GLID donated Easter eggs and toiletries at Christmas for the service users at St Andrew's Hospice.

GLID also supported MacMillan Cancer research with a coffee morning in September and November, a charity dedicated to men's health including mental health and suicide prevention, prostate cancer and testicular cancer in November, when several GLID staff grew moustaches to raise money towards this cause.





Education

GLID understands the importance of working with schools and Further Education institutions including Universities in helping to close the gap between the needs of the offshore renewables industry and education provision, raising aspirations, challenging gender stereotypes, and making sure enough young people are thinking about careers in the offshore wind sector. This aids in improving recruitment and shows our commitment to the local communities in which we operate.

In collaboration with ORE Catapult, XceCo on behalf of GLID, attended a science, technology, engineering, and mathematics (STEM) workshop at a local sixth form college with an open evening and careers fair in the evening. We provided the students with challenges in the industry such as how to safely transfer from the CTV to the WTG, and students worked in teams to try to work out a solution taking cost, safety, simplicity, and speed into consideration.



Colleagues from SGRE also attended a local Secondary School for their Professionals Day to talk to pupils about Renewable Energy and staff members from XceCo attended The University of Hull in February to talk to students about the wind industry and the potential careers available. Following this event, XceCo received an application for one of the vacancies available at the time which resulted in Ebuka being employed as a Project Engineer, thus proving the importance of these events. We also hosted a Y12 pupil from a local grammar school for a week's work experience in July. The pupil has an interested in becoming a WTG Engineer and completed a data analysis project looking at faults and error codes during her time with us. We also hosted a graduate looking at a career in Project Management in the renewables industry.

Community

Members of XceCo attended 1st Healing Scout Group in February 2023 to run a Scout voice workshop for ideas for a new Scout hut dream building as part of their application to the Youth Investment Fund (YIF). Scouts needed to incorporate sustainability and inclusivity into the new building design. Ideas were brainstormed in a variety of ways including crab football, with the best ideas receiving a chocolate bar prize. 1st Healing were successful in their bid, aided by this event to demonstrate youth participation, and were awarded £720k by YIF to demolish the existing hut and build a new purpose-built facility with indoor archery range, educational kitchen, and traverse bouldering wall. Building works are scheduled to commence in June 2024.

To assist the Cub Scouts with their International Badge and World Badge, Ebuka, XceCo Project Engineer, attended 1st Healing Scouts to talk to them about his home country, Nigeria, and the various customs and festivals including the New Yam Festival. He taught them a traditional Nigerian game called tinko tinko and showed them some traditional ceremonial clothing bearing the Lion's head.





On the 9th August, GLID held a Family & Friends Fun Day with CTV tours of Grimsby Docks, tours of the office and Control Room, VR headsets to experience climbing a WTG, STEM activities, craft activities, Mr Shiney the magician and puppeteer, and a BBQ. The event was well supported by staff, contractors, and their families and it is planned to be an annual event.

8. *Supply Chain Project*

Scope 3 GHG emissions

For most businesses, the majority of GHG emissions and cost reduction opportunities are outside their own operations falling under Scope 3 emissions which comprises all indirect emissions that occur in the upstream and downstream activities of an organisation. This is the case for GLID since most services and operations are undertaken by contract partners and are therefore not owned or controlled by GLID. Following the Materiality Assessment conducted in 2022, it was recognised that GLID would need to work closely with its key suppliers to address Scope 3 emissions to help advance GLID's decarbonisation and sustainability journey.

GLID initiated dialogue with SGRE ahead of the CTV tender process in early 2023 to highlight the significance of GHG emissions associated with MGO from the CTVs. This influenced the appointment of a new CTV provider in March 2023 with its hydrogen injection engines leading to improved fuel efficiency and reduced GHG emissions as reported above.

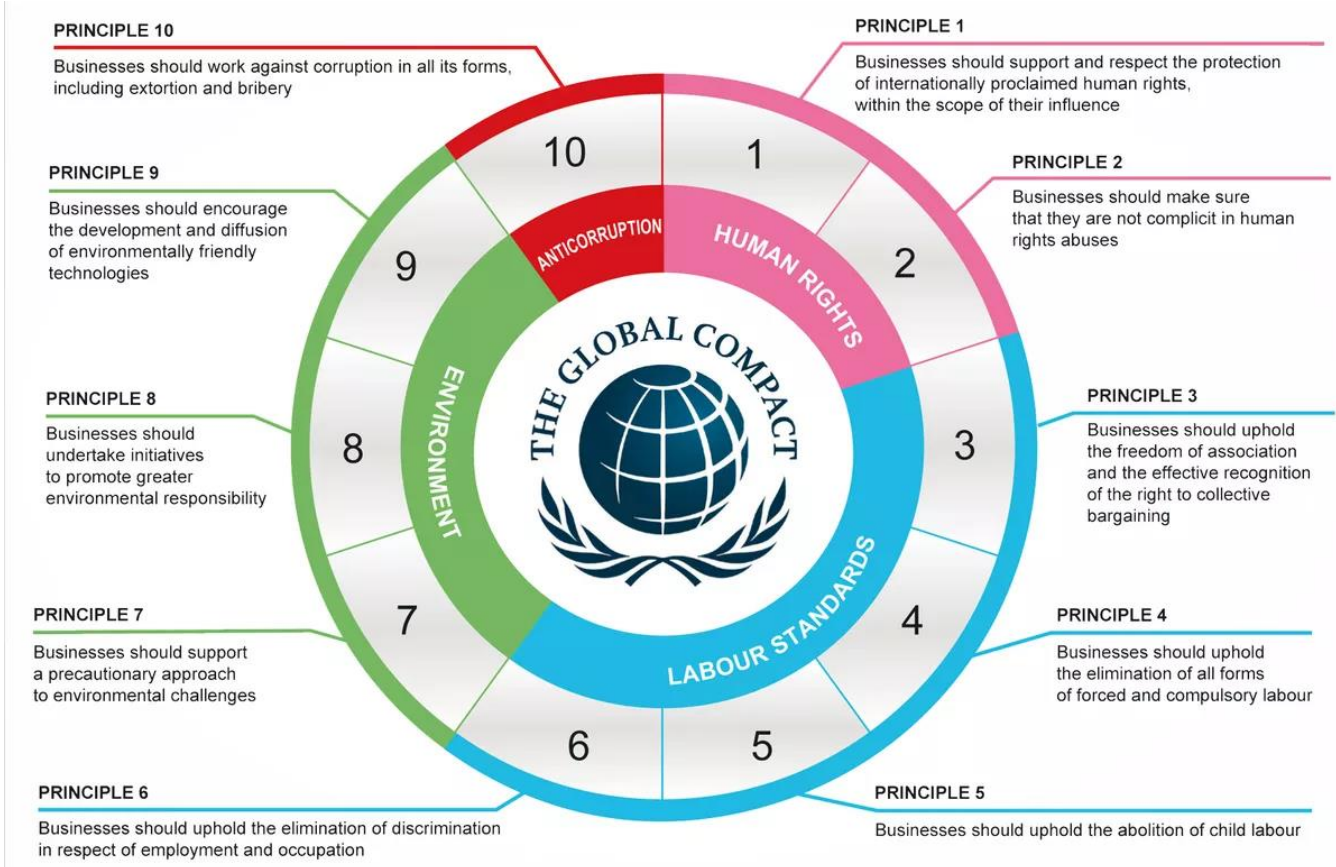
Key supplier audits

GLID undertook desk-based audits of key suppliers such as SGRE and Siemens Energy during 2023 to ensure that they had legally required documentation in place such as Modern Slavery Statements and had complied with regulatory requirements such as Prompt Payment of Suppliers. Furthermore, XceCo completed supplier premises audits at Bellrock Ltd, who provide security, cleaning, and facilities management services to GLID, and Hunters Waste Ltd, who are responsible for the waste collection at GLID, to ensure that these key suppliers were adhering to GLID's Code of Conduct in terms of Environmental, Health & Safety policies, ESG policies including ED&I, Labour Standards, Child Labour, and Cyber Security. Following the audits, GLID was satisfied that these suppliers were adhering to our Code of Conduct and that our waste was being disposed of responsibly.

Annual review of vendor process

GLID also undertook a review of its vendor process during 2023 to ensure it remained relevant and sufficiently robust to mitigate any risks to the business including ESG risks. A checklist was incorporated into our new vendor process stipulating information required such as copies of a Company Handbook, ISO certifications, H&S Policy, example risk assessments and method statements, ESG Policy, Public Liability Insurance, Cyber Security standards, and financial background checks to comply with the Criminal Finances Act (2017).

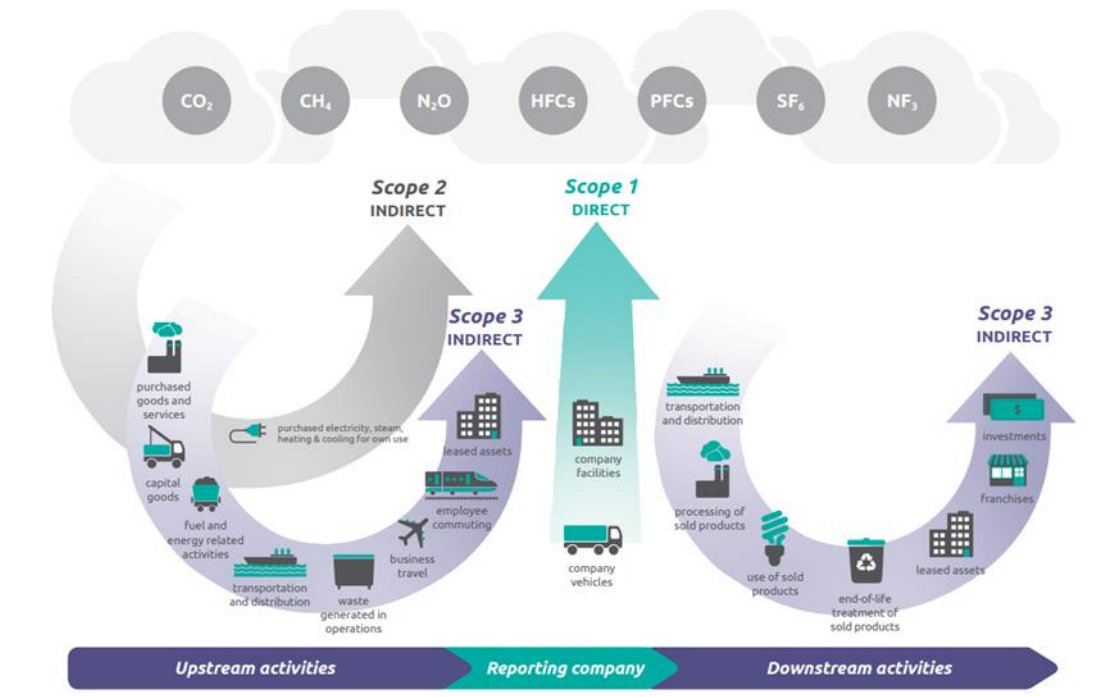
United Nations Global Compact – Ten Principles



United Nations 17 Sustainable Development Goals (SDGs)



Overview of GHG Protocol scopes and emissions across the value chain





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