

The background of the entire page is a photograph of a hand cupping a mound of brown soil. A single leaf is planted in the soil, with its left half being dark brown and charred, and its right half being vibrant green. The background is a soft, out-of-focus green.

Environmental, Social and Governance Report

Reporting Year 2024

Table of Contents

- 1 About Score
- 2 Locations of our operations worldwide
- 3 Our values
- 4 Our ESG policy
- 5 ESG report introduction

Environment

- 7 Environmental risks and opportunities
- 10 Greenhouse gas emissions from our operations
- 11 2024 emissions data
- 12 Emissions reduction targets
- 13 Emissions reduction case studies
- 14 Emissions elimination
- 15 Emissions elimination case study
- 16 Emissions avoidance through valve repair
- 17 Working with the energy transition

Social

- 19 People
- 20 Health and safety
- 21 Health and safety performance data
- 22 Health and safety events
- 23 Wellbeing
- 23 Community
- 24 Charity
- 25 Supporting young people
- 27 Support for schools

Governance

- 28 Business risk
- 29 Diversity
- 30 Modern slavery
- 30 Code of Conduct
- 31 Anti-bribery and corruption

- 32 ESG goals for 2025
- 33 Appendix: Recommendations of the task force on climate-related disclosures

About Score

Score is the world's future-focused provider of advanced engineering technology services in the fields of **valve and emissions management, gas turbines, surface technologies, energy, defence, aerospace** and beyond.

MISSION

**Believe in your expertise.
Broaden our horizons.
Always.**

With Score, you're in the know. We look holistically at solutions to make success genuinely achievable. Score gives you more than peace of mind. It's the reassurance of further enabling strategic decision-making that inspires and empowers you today. And always.

IMPACT

43

years of global
expertise in operation

1936

employees, worldwide

277

apprentices, worldwide

16

countries in which Score
has operating facilities

Our Locations



For more than 40 years, we have grown significantly and now have over 30 locations around the world spanning across 5 continents.

EUROPE | AFRICA | AMERICAS | ASIA PACIFIC | MIDDLE EAST

Our Core Values

OWN YOUR EXPERTISE

Every individual in Score has unrivalled expertise. Own it. Use your best judgement and earn trust with colleagues and clients. Don't hide it. Be confident and let the world know. Always.

SUPPORT EACH OTHER

We work as a team, no matter what. This unified ethos enables us to bring our strengths from every area of our group together. It gives us resilience and focus. Always.

STEP FORWARD

We come forward with our skills and experience to bring success for ourselves and our clients. We're hungry and we're driven. Always.

LOOK AHEAD

We are future-focused. ensure your decisions and your actions have long-term positive implications. Always.

TOGETHER, WE GET IT DONE

Our ethics and professionalism shows. We work together to make the best decisions. This means that whatever we do, we do it right, safely and with integrity. Always

NON-NEGOTIABLES

Safety. Quality. Integrity.

Our non-negotiables create a shared understanding that every individual within Score is responsible for promoting Safety, Quality, and Integrity in their work and interactions.

Our environmental statement

- We are committed to driving down our energy consumption and emissions, as we believe that climate change is one of the greatest risks to our world. We are also committed to driving environmentally sustainable initiatives that deliver efficiency, value, and health for our business, people, and the wider community.
 - We encourage and support our customers to reduce the impact of their emissions. We do this by providing services to reduce Scope 1 emissions from their operations and by providing data which can support sustainable procurement decisions.
 - We operate in an environmentally responsible manner, minimising waste and environmental impact.
-

Our social statement

- We ensure that health and safety is a priority throughout our operations. Our teams know that operating safely is a non-negotiable requirement.
 - We promote wellbeing and provide our staff with access to services and information which support healthy living.
 - We build strong relationships with our host communities by investing in young people through apprenticeships.
 - We support charitable initiatives that benefit host communities.
 - We preserve and promote the protection of human rights and welfare within our own business activities, as well as those of our supply chain.
-

Our governance statement

- We promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long-term preservation of business value.
- We operate a group wide Risk Register which is formally reviewed quarterly by risk owners and our Senior Leadership Team. We mitigate the exposure of all identified risks, building resilience to them.
- We maintain strong corporate governance practises through Executive Leadership Team stewardship, leadership and management accountability, and pro-active risk management.

Introduction

The report covers the period from 1st January 2024 to 31st December 2024 and all data presented is for Score's worldwide operations unless stated otherwise.

Score supports the action taken by the United Nations in setting 17 Sustainable Development Goals (SDG) as a call to action to end hunger and poverty, build sustainable economies and protect the climate.

In supporting the Sustainable Development Goals, Score is focused on our contribution to seven of the goals, these are shown below. Throughout this report we will refer to an SDG where it is applicable to the information we are reporting.



These are the main Sustainable Development Goals which Score contributes towards



Health and Wellbeing



Quality Education



Gender Equality



Affordable and Clean Energy



Decent Work and Economic Growth



Industry, Innovation and Infrastructure



Climate Action



Environmental

Protecting the Environment for Future Generations

The information in the following section demonstrates our support for Sustainable Development Goals – **Affordable and Clean Energy**, **Industry, Innovation and Infrastructure** and **Climate Action**.



Environmental Risks And Opportunities



Score's Business Unit Leadership Teams each create a Business Plan on an annual basis. The Business Planning process involves reviewing the key risks and opportunities facing Score in each of its Business Units. In addition, a Business Risk Assessment process is deployed by the Executive Leadership Team to review all risks, including environmental risks.

The Executive Leadership Team reports to the board on key risks and opportunities in addition to performance on ESG, including Score's scope 1 & 2 emissions and on-going actions.

The primary environmental risks and opportunities identified by the Leadership Teams are described below.

Primary environmental opportunities

- In the present and short term, the widespread tightening of regulatory requirements for fugitive emissions is creating a larger market for valve-related services which allow asset operators to identify and target sources of fugitive emissions. Score's specialist services for this growing market need are described on pages 14-15. In 2024, the Score Emissions Elimination team maintained a strong focus on advancing the development and delivery of these emissions elimination services, reinforcing our commitment to environmental performance and regulatory compliance.
- In the present and short term, all customers are seeking to reduce their greenhouse gas emissions. Score's core service is valve product repair and servicing which offers customers the opportunity to reduce greenhouse gas emissions by avoiding the purchase of new products, which create higher levels of greenhouse gas emission than product repairs. This approach aligns with the United Nations' advocacy for repair and reuse as a key strategy for emissions reduction. Additionally, emerging 'Right to Repair' legislation, initially focused on consumer goods, will extend to industrial products, further reinforcing the relevance of Score's services. A detailed overview of how our repair capabilities reduce emissions is provided on page 16.

Opportunities in 2°C scenario

- Score has evaluated the potential implications of a global temperature increase of up to 2°C, identifying both risks and opportunities (with risks discussed on the following page). Based on current climate projections, the services offered by Score are expected to remain relevant, with demand in certain areas likely to increase. The key opportunity areas include:
 - Some of Score's current markets may shrink due to political and social pressure, specifically those related to fossil fuels and downstream uses of these.
 - Some of Score's current markets are unlikely to be affected or could see growth, such as the defence market.
 - Some of Score's current markets are likely to grow significantly, specifically the emissions elimination, hydrogen, carbon capture and water markets.
- Score's design and engineering expertise positions the company to support industries facing constraints on raw material availability, emphasising the repair and extension of existing plant and equipment lifecycles. Additionally, as global freight logistics face increasing disruption, the ability to deliver localised, comprehensive repair services will become a critical differentiator.

Environmental Risks And Opportunities



Primary environmental opportunities

- An anticipated increase in extreme weather events may pose operational challenges for Score, potentially affecting employees, local infrastructure, and supply chains. However, based on current assessments, no specific Score facility or operation is considered highly vulnerable to severe weather-related disruptions in the short term (1–5 years). To date, the impact of such events has been minimal.
- Transition to net zero is leading to a reduction in activity within the upstream oil and gas sector in some key markets. This is likely to result in a decrease in demand for Score’s services from that sector as the targeted dates for net zero commitments approach, 5-20 years forward. Additionally, Score acknowledges that its own operations contribute to greenhouse gas emissions. As government regulations and societal expectations intensify, we anticipate increasing pressure on all industrial sectors to significantly reduce emissions. There is also a growing likelihood that current net zero deadlines may be accelerated, adding to the urgency of our decarbonisation efforts.
- In the short to medium term, the global transition to net zero is driving the growth of new sectors focused on renewable energy and emissions reduction technologies, such as hydrogen and carbon capture. Score is well-positioned to support these sectors through the provision of essential valve products and services. In addition, the company’s subject matter expertise offers a strategic advantage, enabling Score to contribute meaningfully to the early development and deployment of emerging technologies. To strengthen its position in these evolving markets, Score has established a dedicated working group tasked with monitoring sector developments and guiding the company’s engagement with new market entrants and potential customers. In the UK, Score has attained approved status in both the Fit for Carbon Capture Usage & Storage (F4CCU) and Fit for Hydrogen (F4H2) programmes under the UK Catapult initiative. In 2025, Score aims to secure approval under the Fit for Offshore Renewables (F4OR) programme, further reinforcing its commitment to supporting the energy transition.

Opportunities in 2°C scenario

Score has assessed the current understanding of the likely effects of a temperature rise up to 2°C to identify both risks and opportunities (risks are addressed on the previous page). The currently predicted scenarios present risks as follows:

- **Employee Welfare:** Increasing frequency and severity of heatwaves, extreme rainfall, and flooding may pose challenges to employee welfare. These conditions could impact housing stability, commuting options, food supply chains, and workplace safety and comfort.
- **Supply Chain Disruption:** Rising disruption to global freight networks may lead to increased costs for raw materials and components that cannot be sourced locally or regionally. While this would impact Score’s operations, such challenges are expected to affect the broader industry, including competitors.
- **Regional Viability:** Over the longer term, projected increases in temperature and weather volatility may render some operational locations unviable. In particular, operations in regions such as the Middle East and Northern Australia could face heightened risk. These same climate conditions are also likely to disrupt customer operations in affected areas.
- **Water Availability:** While Score’s operations have relatively low water usage, projected declines in water availability in certain regions may introduce localised constraints and require adaptive water management strategies.

Environmental Risks And Opportunities



Resilience Through Strategic Diversification

Score is several years into a focused strategy of market diversification, aimed at reducing reliance on the upstream oil and gas sector. The company has been actively expanding its presence in a range of sectors including defence, water, energy, aerospace, and key areas of the energy transition particularly liquefied natural gas (LNG), hydrogen, and carbon capture.

With a broad international footprint and operations in strategically important geographical markets, Score is well positioned to respond to global shifts and emerging opportunities. A core strength of the organisation remains its sustained commitment to developing and maintaining a highly skilled and competent workforce across all disciplines.

Together, these strategic priorities enhance Score's ability to remain resilient to the projected impacts of climate change over the medium to long term, supporting both business continuity and broader sustainability objectives.



Greenhouse Gas Emissions From Our Operations



Score categorises emissions using the three categories or 'scopes' defined in the Greenhouse Gas (GHG) Protocol.

Scope 1

Scope 1 emissions arise from fuel combustion, use of company vehicles or from fugitive emissions. Score's scope 1 emissions primarily come from company vehicles and much of Score's fleet of cars and goods vehicles are fuelled by fossil fuels. Other scope 1 sources include the combustion of liquid fuel and natural gas for heating systems.

Scope 2

Scope 2 emissions arise from the purchase of electricity, heat or steam. Score's scope 2 emissions are entirely from the purchase of electricity. Reduction in scope 2 emissions will be key to achieving our targeted reduction in emissions by 2030.

Scope 3

Scope 3 emissions are the largest contributor to any organisation's overall emissions. Scope 3 emissions include purchased goods and services, business travel, waste disposal, employee commuting, distribution transport and use of products sold. Like most organisations, Score does not collect comprehensive data for scope 3 emissions at this time but does recognise that reduction in scope 3 emissions is crucial.

Scope 1 And 2 Emission Data

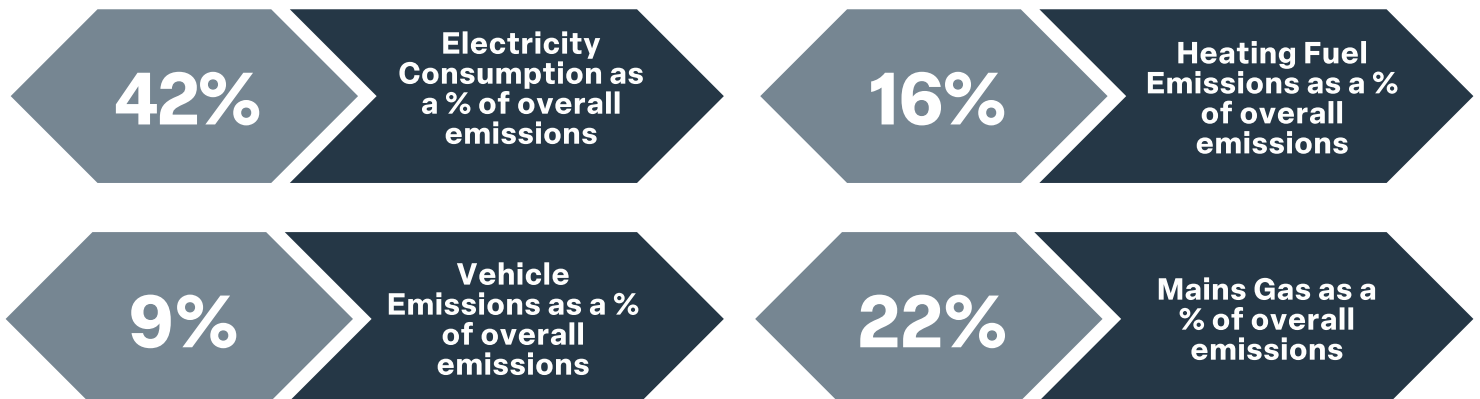


Score's combined Scope 1 & 2 GHG emissions for 2024 were 13.5% down from our benchmark year (2021).

From 2021 to 2024 Score have collated scope 1 and 2 emissions data for all of our operations worldwide

	2021	2022	2023	2024
Scope 1 (tonnes CO2e)	2327.6	2063.0	2906.1	2504.1
Scope 2 (tonnes CO2e)	2623.5	2359.1	1733.6	1777.2
Combined (tonnes CO2e)	4951.1	4422.1	4639.7	4281.3

Some key factors about our emissions:



Emissions Reduction



Scope 1

Short to medium term (1-5 years) opportunities for Score to reduce scope 1 emissions include replacement of fossil fuelled vehicles with vehicles powered by renewable sources or the replacement of oil-fuelled heating systems with an alternative low emission alternative. Any replacement of vehicles within the fleet is now subject to assessment to determine whether an electric vehicle is viable.

Scope 2

Score recognises that reduction of scope 2 emissions requires a short to medium term (1-5 years) transition to renewable energy sources for our electricity supplies at Score sites dependent on viability . We are monitoring developments in the energy market and conducting feasibility studies to allow creation of a plan for a transition to renewable energy sources. In the short term (1-2 years) we are focused on actively seeking ways to reduce electricity consumption by replacing some electrical equipment with energy-saving alternatives.

Scope 3

To reduce scope 3 emissions, we have targeted a number of key areas:

- Supporting customers with product-related emissions
- Reduced product-replacement
- Minimisation of business travel
- Reduction of waste from our operations
- Reduced distribution of stock

Score is targeting to reduce our scope 1 and 2 emissions by more than 30% before 2030

We used 2021 as our benchmark year in setting this target. We recognise that our operations may grow through acquisitions over this nine-year period so we will adjust the 2021 values to include the 2021 emissions of any acquisitions we may make.





Scope 2 Reduction Case Study - Transition To Renewable Energy

At our Perth facility we completed stage one of a solar installation with stage 2 due for completion in early 2025. This is our second solar installation in Australia, with Perth joining our Gladstone facility in moving to renewable energy.

The solar installation in Perth is a 100kW system which is forecast to produce 151,000kWh of electricity per annum which could reduce Score's scope 2 emissions by 77,200kg of CO₂e which is equivalent to 1.6% of Score's annual emissions.

Scope 2 Reduction Case Study - Reducing Consumption With LED Lighting

During 2024 we continued our drive to replace LED lighting in workshops and warehouse throughout all of our sites to LED. One of the larger programs completed during the year was at our Cowdenbeath site in the UK where high-bay warehouse and workshop lighting has now been replaced with energy-efficient LED lighting. This proactive measure continues to reduce our electricity consumption, in some cases by up to 31% depending on the type of site.





Supporting Customers With The Reduction Of Scope 1 Emissions From Their Assets

During 2024, Score continued to enhance our emissions elimination service capabilities. Our emissions elimination service includes the use of proprietary technology and third-party solutions to reduce or eliminate emissions originating from through-valve leakage, in addition to other fugitive or non-fugitive emissions from pressurised plant.

The four-step process deployed by Score during emissions elimination worksopes includes:

Surveys – Targeting potential leaks and emissions sources

Analysis – Interpreting data, quantifying leaks and determining repair options

Mitigation – Conducting temporary maintenance and implementing permanent solutions

Improvement – Conducting engineering reviews and enhancing reliability

Skilling Up For Emissions Surveys

During 2024 Score developed an intensive training course to provide technicians with the skills and competence required to conduct emissions surveys to support expansion of work in this sector. The course provides technicians with an understanding of emissions survey methodologies and theory before providing instruction on the use of six different equipment set-ups for the identification and monitoring of fugitive and non-fugitive (thru-valve) leaks. Supported by an industry partner the course also provides the technicians with experience of using the equipment within a live plant. The course is now independently verified by City & Guilds through the ‘Assured’ scheme.

To further support this expansion Score has also now developed a number of regional subject matter experts who provide guidance to technicians and technical support to customers.





Scope 3 Reduction Case Study: Identification And Rectification Of Pipeline Leaks

Score delivered numerous successes for our customers of our emissions elimination services during 2024.

Score worked with the customer to identify the valves which were most likely to be the source of the emissions. These valves were then inspected by Score's expert technicians using optical gas imaging, ultrasonics and the Midas Meter. The inspections identified a valve on a 10" line which was leaking when in the closed position, thus allowing methane to continuously leak through to the vent stack. A Differential Absorption Lidar (DIAL) survey was then used to validate the findings.

Another example of these was a workscope completed in the Middle East where the Score team used a range of technologies to conduct emissions surveys of 1,065 valves. These surveys detected 70 leaks which were a mix of fugitive emissions direct to atmosphere and thru-valve leaks which were venting to flare, all directly impacting the environment through greenhouse gases. In addition to the potential environmental damage these leaks were also estimated to be costing the customer almost \$1.5 million per annum in lost product.





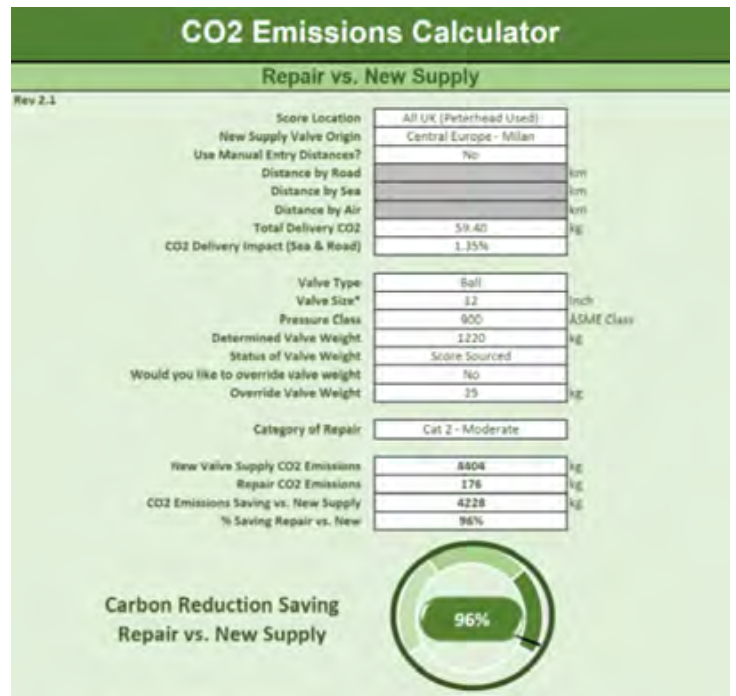
Scope 3 Reductions: Enabling Customers To Avoid Greenhouse Gas Emissions Created By Valve Replacement

Score began introducing indicative CO2e savings in repair proposals during 2022.

During 2024, we engaged key customers to promote the use of emissions impact as an input to the decision-making process during potential product repair worksopes. The decisions on whether to replace or repair a product have historically been driven by price and delivery. We wanted our customers to recognise that repair may generate up to 90% less emissions than replacing a product with new and to make emission avoidance part of the decision-making process.

A number of our key customers now recognise that product repair is a direct way in which they can significantly reduce greenhouse gas emissions. We now report to these customers on the volume of emissions which have been avoided by choosing to repair valves rather than replacing with new.

Score has conducted extensive studies which have allowed us to benchmark the emissions created by a repair in comparison to the emission created when a product is replaced. Our Emissions Calculation tool can generate indicative CO2e impacts for both the repair and replacement of a specific size, class and type of valve. The calculated impacts are then used to estimate the reduction in emissions which can be achieved by repairing a product rather than replacing it.





Working Within The Energy Transition

During 2024, Score continued with building our capabilities for the energy transition and ensuring that we are recognised within the supply chains for each of the different streams of projects. As part of this drive we achieved approval to two further supply chain approval schemes, these are Fit for Hydrogen (F4H2) and Fit for Carbon Capture Usage and Storage (F4CCUS).



Score continues to secure work within the energy transition supporting the emerging industries which are going to reduce global emissions and continuing to build a broad track-record of successful project delivery. Key moments for us in 2024 include:

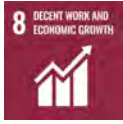
- Our APAC team securing a contract to provide services to a major carbon capture and storage project in NW Australia.
- Our Europe & Africa team completing a carbon capture workscope for a major energy industry customer in the UK to repurpose obsolete plant at the Theddlethorpe Gas Terminal.
- Completing our first offshore wind workscope for an offshore floating wind field in the UK.



Social



Ensuring our operations are safe, protecting the health and welfare of our team and supporting our local communities



People

The information in the following section demonstrates our support for Sustainable Development Goal– **Decent work and economic growth**

At Score, our people are the foundation of everything we do. We deeply value the dedication, skills, and contributions of our global workforce. The well-being, safety, and development of our team members are central to our culture and our continued success. This section outlines the social dimension of our ESG performance, with a focus on health and safety, apprenticeships, diversity, and workforce development.

As of the end of 2024, Score employed **1,936 people worldwide**, reflecting a modest decrease from 1,977 in 2023. Our team remains globally distributed as follows:



1,481

in the Europe & Africa and Middle East regions



256

in the Americas region



199

in the APAC region

We are proud of our long-standing employee relationships, with a **mean tenure of 7.6 years**, reflecting strong engagement and loyalty across the business.

Developing future talent remains a strategic priority for Score. In 2024, **14.3%** of our global workforce participated in our apprenticeship programme, underscoring our ongoing commitment to providing structured pathways for learning, growth, and career advancement.

We continue to work toward a more diverse and inclusive workforce. In 2024, **25%** of our employees were female, compared to **75%** male.

During 2024 the percentage of our staff who are salaried increased from **32%** to **39%** and we broadened access to condensed work weeks.

Health And Safety

The information in the following section demonstrates our support for Sustainable Development Goal – [Good Health and Wellbeing](#)

Protecting the health and safety of our team and anyone else affected by our work is of paramount importance to Score. We operate in a high-hazard sector, particularly in working with high-pressure equipment, therefore safety continually demands the focus of our team.

In 2024 the following key health and safety inputs and outputs were measured:

Inputs

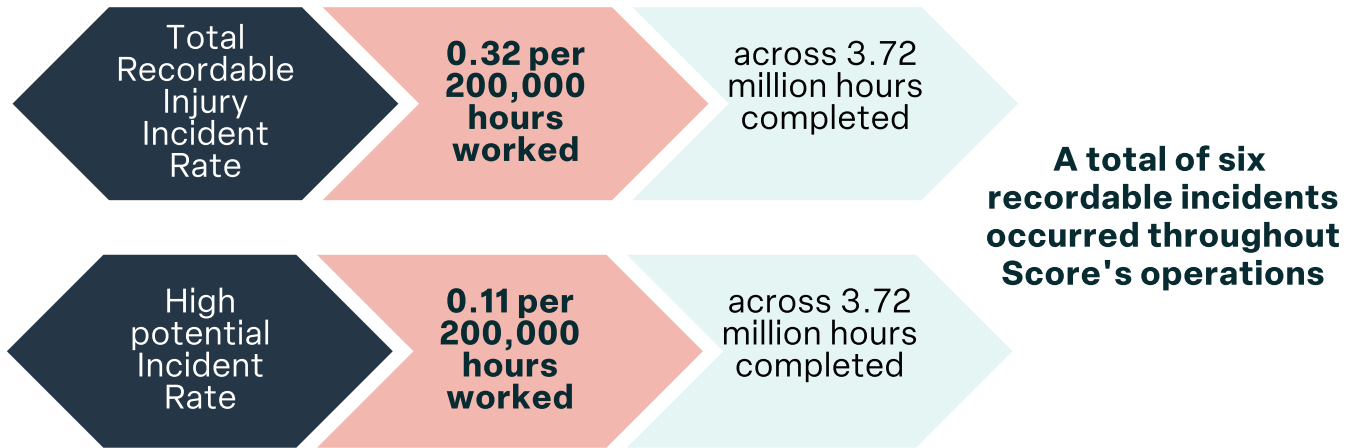
- ALL (Ask, Listen, Learn) Conversations
- BASIX training exercises
- START pre-job risk assessments

Outputs

- Safety interventions
- Total recordable Injury Incidents
- High potential incidents



Key Health And Safety Statistics For 2024



We ensure that learnings from incidents are shared with our team through the issue of Lesson Learnt Safety Bulletins and the use of e-learning courses. All e-learning modules are delivered using the Vital Learning Management System (Vital LMS). Using the Vital LMS allows us to verify that staff understand the content of key health and safety communications which have been issued.

In 2024 a total of 31,238 Vital eLearning courses were completed by Score staff members.

These Were Some Of The Notable Health And Safety Events Within Score During 2024

Score’s HSE team at our Peterhead facilities set a focus on raising road safety awareness during 2024. Activities included interactive safe-driving sessions where a team from the Fire Service spoke to our young drivers about the dangers of driving and provided them with a virtual reality experience. In addition, Score provided over 1,500 local school children aged between 4-12 years with road safety reflectors and facilitated presentations by a children’s road safety specialist.



In February 2024, Score launched a safety campaign to communicate the IOGP’s Process Safety Fundamentals to our technician team worldwide. This simple set of tools from the IOGP raises awareness of process safety hazards and could reduce the number of major process incidents within the industry. We launched this campaign by bringing our teams together to hear the powerful and often harrowing personal story of Joe Meanen who is a survivor of the Piper Alpha disaster.



Our team in Trinidad held an ‘HSE week’ to raise awareness of HSE issues and foster good engagement. Activities included road safety talks from the local police service, team-building activities to learn about countering stress and conflict as well as a session to encourage the team to grow vegetables and herbs promoting sustainability and wellness.



Caring For Our Workforce And Individuals



The information in the following section demonstrates our support for Sustainable Development Goal 3 – **Good Health and Wellbeing**.

Supporting the mental health and general well-being of our staff continues to be a key priority for Score. Score continues to provide all staff to a comprehensive Employee Assistance Programme which can provide support on a wide range of wellbeing issues, including mental health, physical wellbeing, and financial wellbeing.

To further provide mental health support volunteers have completed Mental Health First Aider training, increasing the level of knowledge and awareness throughout our operations. These trained team members provide the first-line of support to staff in need of mental health support and can signpost those staff to specialist support where needed.

Community

Score’s teams across the globe regularly arrange activities or participate in organised events to support charities or good causes.

Some examples from 2024 are shown below.

Our team in Peterhead hosted two separate in-house blood donation events for Scotblood. 73 donations were provided by our team which could help in the medical treatment of up to 219 people across Scotland.



The Score team in Trinidad completed a 5km run to raise funds for Scotiabank Breast Cancer Awareness.



Our Australian team held Morning Tea events to support the RUOK workplace mental health initiative, to ensure that Score is workplace where teammates ask “R u ok?”.



In the UK, our teams participated in the ‘World’s biggest coffee morning’ to support the Macmillan Cancer support charity, raising over £1,500 for the charity.



Charity

Score made a number of charitable donations during 2024, to both local and national charitable causes including the following:

Friends of Anchor

A cancer charity working to improve patient treatment care and support.

Archie Foundation

A charity which supports sick children and their families by providing assistance not supported by the healthcare system including access to respite support and special experiences.

Men United

A charity supporting the mental health of men of all ages in one of our host communities.

The NHS Charities Trust for Motor Neurone Disease

A charity supporting those with motor neurone disease and their families.

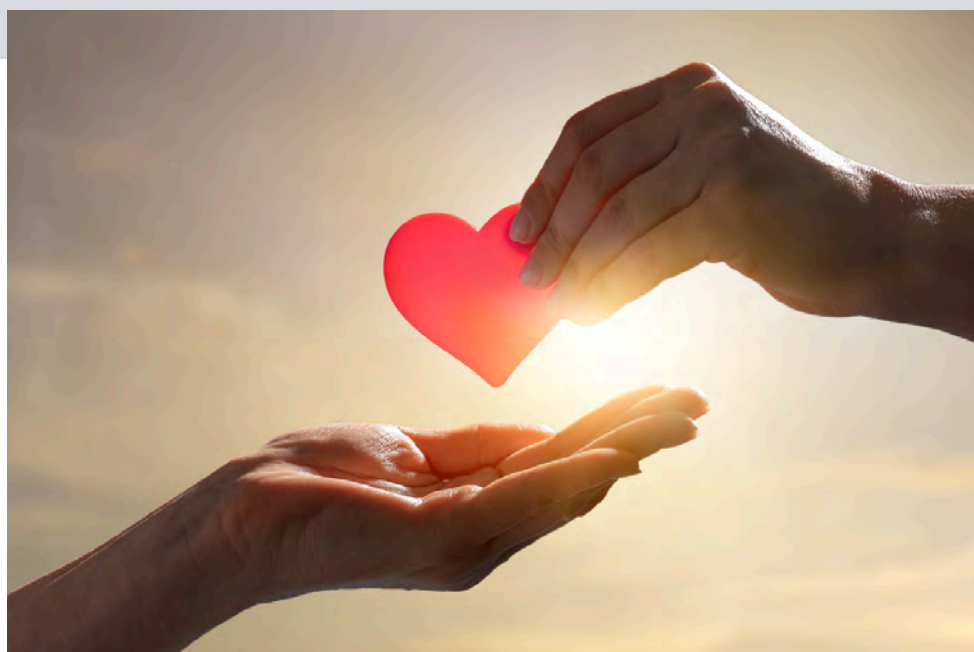
MacMillan Cancer Support

A charity supporting people affected by cancer.

Juvenile Diabetes Research Foundation

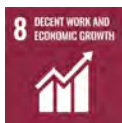
A charity which funds research and support for people with diabetes.

In addition, we provided charitable donations to five schools and three youth organisations within our host communities to support fund-raising for equipment and books.



Supporting Our Local Communities And Enabling Young People

Apprenticeships



The information in the following section demonstrates our support for Sustainable Development Goal – **Decent Work and Economic Growth**.

Score has a long history of providing employment for young people in the communities in which we operate. For over 30 years, Score has employed engineering apprentices and the programme has been gradually widened to other apprenticeship disciplines and other locations within the group.

We believe that supporting young people to develop work skills and attain academic qualifications has a positive impact on the wider community. Our apprenticeship programme is focused on providing high-value skilled employment, with technicians graduating from the programme helping to contribute to the local economy by bringing manufacturing and service work to the Score facilities in their respective communities. In 2024 we recruited 61 apprentices into our apprenticeship programmes worldwide.

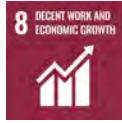
Currently, our apprenticeship programmes operate at each of our sites in the UK, Norway, Canada, Trinidad and Australia. There are currently 277 apprentices within apprenticeship programmes on a range of different apprenticeship pathways.



The group of apprentices at Score's Peterhead headquarters who completed their training in 2024

Supporting Our Local Communities And Enabling Young People

Apprenticeships



In early 2024 the success of Score’s apprenticeship scheme received recognition when it won two highly respected awards.

The first of these was awarded by Skills Development Scotland (SDS) the funding and standards body for apprenticeships which has oversight of every apprenticeship scheme in Scotland. SDS awarded Score the ‘Large employer of the year’ scheme and in doing so specifically commended our work with schools to support young people into apprenticeships.

The second award was awarded by the Offshore Achievement Awards (OAA) in the Skills Development category. The annual OAA ceremony celebrates the best of the offshore oil & gas industry in the UK.



Offshore Achievement Awards –
Skills Development

Large Employer of the Year award from SDS





Support For Schools And STEM Education

The information in the following section demonstrates our support for Sustainable Development Goal **Quality Education**.

During 2024 we continued to support STEM education in schools within our host communities.

A highlight of our STEM outreach activities saw Mintlaw Academy in North-East Scotland present an award (pictured) to one of the Score team recognising him as the academy's top industry partner during 2024. Our team member worked with the school to groups of pupils (pictured) providing an introduction to the engineering work conducted by Score.

Another highlight of 2024 was in supporting Peterhead Academy, situated close to our Peterhead headquarters, to successfully deliver a certified engineering maths qualification which provides an alternate route for pupils to access engineering apprenticeships.

Our teams also supported a range of career advice events across our operations, helping to school pupils understand the range of available STEM jobs and how to access these.

Our commitment to supporting STEM education extends also to tertiary education and during 2024 our teams hosted a number of educational visits to our sites, these included visits from the University of West Indies (Trinidad) and the College of North Atlantic (Newfoundland, Canada).



Governance

Business Risk

Understanding Risk And Applying Controls

Score's leadership team maintain a Business Risk Register to ensure that the risks to our operations have been identified and are being subjected to appropriate control and mitigation.

Separate risk registers have subsequently been developed for specific areas of importance, these include:

- Health and Safety
- Cyber Security
- Anti-Bribery and Corruption

These risk registers are now being maintained as live inputs to the decision-making processes of our leadership teams, increasing visibility of risks to our operations and promoting continuous improvement of our risk mitigation strategies. The risk registers are maintained and reviewed by Leadership Teams and specifically created boards or committees.

Health & Safety risks are monitored by each individual Business Unit's leadership team. Each leadership team maintains and reviews a risk register identifying all key health and safety risks in addition to the controls and arrangements which have been implemented to mitigate these risks.

Cyber security risks are monitored by the IT Security and Risk board. This board maintains and reviews the Security risk register in addition to having oversight of the processes which have been implemented to manage IT security. The IT Security and risk board has representation from the Score board.

Anti-bribery and corruption risks are monitored by the organisation's Ethics Committee. This committee review the anti-bribery and corruption risk registers which are maintained by each individual Business Unit. The Ethics Committee has representation from the Score board.





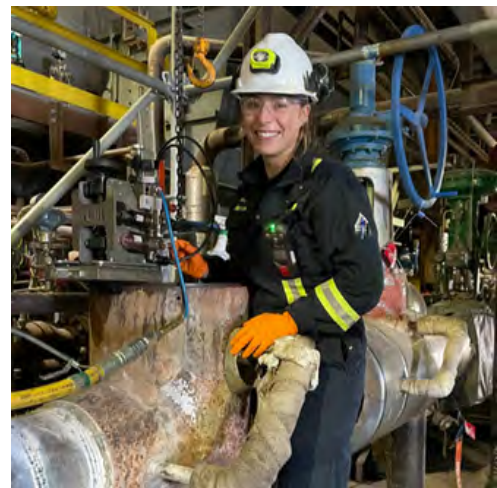
The information in the following section demonstrates our support for Sustainable Development Goal – **Gender Equality**.

The workforce in the engineering sector in which Score operates continues to be disproportionately male. Score recognises the continuing need for employers to encourage young women to view engineering as a potential career opportunity, and support female entrants to the industry.

In 2024, Score continued to work with various schools in our local communities to promote diversity in engineering, this included supporting specific initiatives such as ‘Girls into Energy’ at our UK locations in addition to enabling female STEM Ambassadors to engage with school pupils during site visits and support sessions in schools.

These activities have been demonstrated to be effective in promoting engineering as a career opportunity. At 31st March 2024 only 6.9% of all engineering apprentices were female (Skills Development Scotland - Modern Apprenticeship Statistics 2024). By comparison, in 2024 some 14% of the Score apprentices commencing a Skills Development Scotland Modern Apprenticeship were female.

At Score we have many outstanding role model women in engineering. During 2024 the fantastic contribution of one of these role models was recognised by Cenovus Energy in Western Canada. Anamar Bower proudly received the ‘Unsung Hero’ award for her great contribution and dedication, excelling in a traditionally male-dominated discipline. We are even more proud because Anamar was a Score apprentice in the UK before relocating to work in our Canadian team and progressing into the role of lead technician before becoming the customer focal point.



Reducing The Gender Pay Gap

Score completes gender pay gap reporting under legislative requirements in the UK, Australia and Canada.

Score published a gender pay gap report for Score Europe Limited in accordance with UK legislation which has been published on the Score website, the full report is available here:

[GENDER PAY GAP STATEMENT 2023 score-group.com](https://www.score-group.com/gender-pay-gap-statement-2023)

Score continues to implement measures which will reduce the gender pay gap, which is primarily caused by gender imbalance between technical and non-technical roles. To aid in addressing this imbalance Score works to promote engineering career opportunities within the schools in the communities in which we work, which increases the number of female applicants to our apprenticeship programme. Diversification of the skilled technical workforce will reduce the gender pay gap.

Modern Slavery

In Our Operations And Our Supply Chain

Score continuously reviews our internal operations to ensure that we are in full compliance with modern slavery legislation. In addition, we communicate our expectations to our supply chain to ensure that they are aware of the requirements of modern slavery legislation and commit to compliance.

Score recognises the need to respect human rights, not just within our own organisation but also within our supply chain. To help our staff to identify potential human rights, health or safety concerns in the supply chain we developed an e-learning course which has been delivered on Score's Vital e-learning system. This e-learning module provides details of possible human rights breaches including forced labour, child labour, workplace violence and with-holding of payment in addition to providing guidance on how Score staff should address and report concerns.

Code Of Conduct

During 2021 we introduced a new Code of Conduct and communicated this to our team. The Code of Conduct set important expectations for behaviour for our staff and others working on our behalf. Every member of Score staff gave their commitment to abiding by the Code of Conduct.

Since the introduction of the Code of Conduct we have reinforced the messages within the Code by developing an e-learning course which each member of our team completes on the Score Vital e-learning system.



YOU HAVE A VOICE
score

A culture of openness and accountability at Score is essential; therefore, if you suspect any wrongdoing, please report your concern as follows:

- Verbally**
to your Team Leader / Manager or your HR representative
- By email**
Please send an email to ethics@score-group.com

Further information can be found in the Company's Whistleblowing Policy SMP0051



Anti-Bribery And Corruption

Score strictly adheres to the requirements of anti-bribery and corruption legislation in all of our operations.

Understanding Risks

A key part of reducing the risks from bribery and corruption is understanding how anti-bribery and corruption legislation may be breached and also understanding where that creates risks within our operations.

During 2021, Score developed an Anti-Bribery and Corruption (ABC) Risk Register to ensure that each type of risk is fully explored and that we have an appropriate mitigation strategy in place to avoid breaches. Utilising this Risk Register we are now able to conduct six monthly reviews at a business unit level to ensure that we are aware of current and developing risks and manage these accordingly.

Anti-Bribery and Corruption Training

All new members of the Score team complete anti-bribery and corruption training on our Vital e-learning system. The e-learning course introduces learners to examples of bribery and corruption in addition to setting out Score's expectations for behaviour. Assessment of the e-learning course provides us with reassurance that this vitally important message has been understood.

To maintain awareness of bribery and corruption going forward, our at risk personnel are required to complete an annual refresher e-learning course.

Score's Key ESG Goals For 2025 Include:

- Operate safely
- Reduce scope 1 and 2 greenhouse gas emissions within our operations
- Assist our customers to reduce their scope 1 emissions
- Increase understanding of Human Rights risks within our supply chain
- Promote STEM careers within our host communities



Our specific targets include:

- Achieve a total recordable incident rate lower than 0.2 per 200,000 hours working in 2025
- Achieve a further 5% reduction in greenhouse gas emissions towards our 30% target by 2030
- Secure new customers for our emissions elimination services in each of our four geographical business units
- Conduct visits to 20+ key suppliers to increase our visibility of human rights within our supply chain
- Conduct STEM activities with at least 8 community schools

Appendix

Recommendations of the Task Force on Climate-related Financial Disclosures

This report contains climate-related disclosures as recommended in the 2017 TCFD Final Report. The following tables provided references for these disclosures.

Section	Recommended Disclosures	Where you can find this in our ESG report
Disclose the organisation's governance around climate-related risks and opportunities.	<p>a) Describe the board's oversight of climate-related risks and opportunities.</p> <p>b) Describe management's role in assessing and managing climate-related risk and opportunities.</p>	<p>Environmental Risks and Opportunities (Page 7-9)</p> <p>Environmental Risks and Opportunities (Page 7-9)</p>
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	<p>a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.</p> <p>c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 20c or lower scenario.</p>	<p>Environmental Risks and Opportunities (Page 7-9)</p> <p>Environmental Risks and Opportunities (Page 7-9)</p> <p>Environmental Risks and Opportunities (Page 7-9)</p>
Disclose how the organisation identifies, assesses and manages climate-related risks.	<p>a) Describe the organisation's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organisation's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing and managing climate related risks are integrated into the organisation's overall risk management.</p>	<p>Environmental Risks and Opportunities (Page 7-9)</p> <p>Environmental Risks and Opportunities (Page 7-9)</p> <p>Environmental Risks and Opportunities (Page 7-9)</p>
Disclose the metrics and targets used to assess and manage the relevant climate-related risks and opportunities where such information is material.	<p>a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks.</p> <p>c) Describe the targets use by the organisation to manage climate-related risks and opportunities and performance against targets.</p>	<p>Emissions Reduction (Page 12)</p> <p>Scope 1 and 2 Emission Data (Page 11)</p> <p>Emissions Reduction (Page 12)</p>

Further Information

Score Policies, Statements And Other Information

The following Score policies and statements are available from the Score website:

- Environmental Policy
- Modern Slavery Policy
- Safety at Work Policy
- Occupational Health Policy
- Gender Pay Gap Statement (Score Europe)
- Supplier Code of Conduct

Further information about the Score Apprenticeship Programme is available on the Score website at:

Apprenticeships | Careers | Score Group Limited (score-group.com)



If you have any questions related to this report, please contact us by emailing:
esg@score-group.com