



AURORA

# Sustainable Progress **ESG** Initiatives

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2025 Factsheet



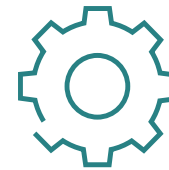
# Shaping the Future of the Global Energy Transformation

We are committed to playing a pivotal role in guiding the energy sector towards a sustainable future. Our mission is to ease the energy transition through rigorous quantitative analysis, providing the insights and tools necessary for informed decision-making.



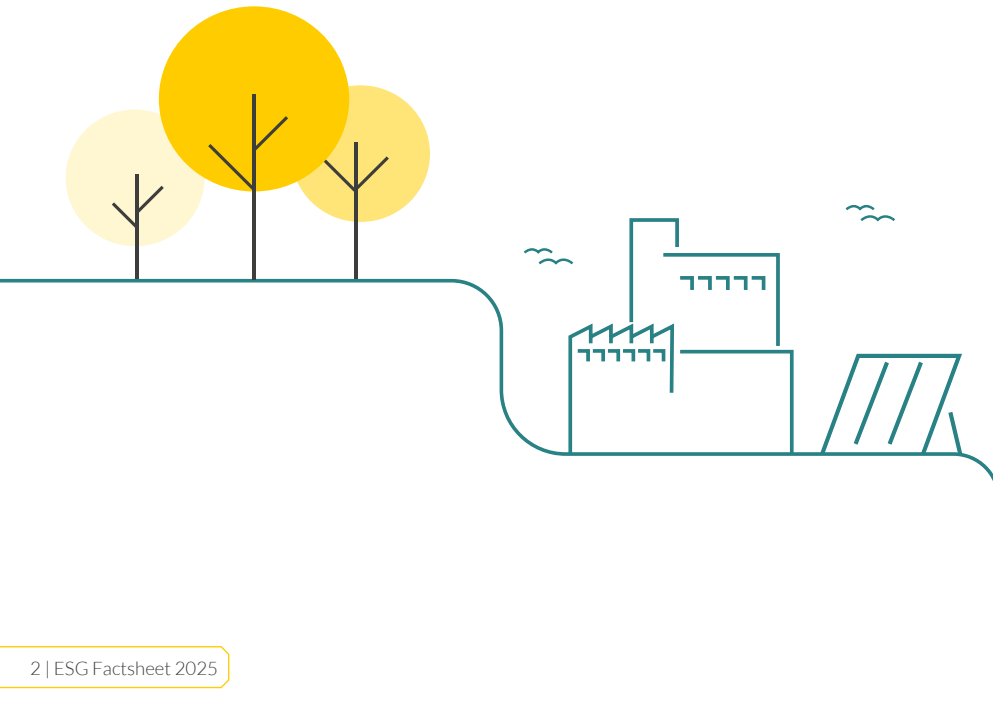
## Vision

Our intelligence and influence are vital to the global energy transformation.



## Mission

We aim to ease the energy transition using quantitative analysis.



- **Environmental**

We champion the integration of renewable energy sources and the promotion of energy efficiency to achieve carbon neutrality.

- **Social**

By putting our people first, we foster a diverse and inclusive workplace, creating a lasting impact on our community and stakeholders.

- **Governance**

We uphold the highest standards of ethical conduct and transparency, maintaining robust governance to support the transition to a low-carbon economy for the benefit of all.

We strive to lead the way in enabling the global energy transition, shaping the narrative around renewable energy. With our ESG strategy, our aim is to reinforce commitments that reflect in our business, global operations, and company culture.

# Enabling a Greener Tomorrow

Our environmental strategy aligns with our priority as a business to help reduce our clients' carbon emissions while promoting the adoption of renewable energy. As we grow our operations around the world, we have also committed to upholding and advocating for sustainable business practices within our company through improved policies and initiatives that are being rolled out in all our offices.

## Driving Our Clients' Success in the Energy Transition

Our forecasts and analysis enable investment and financing decisions in renewable and other energy transition projects and therefore enable more assets being built, speeding up the transition.



Around 900 of our clients are responsible for **20%** of global installed renewable capacity



Our data and services are used in more than **40** countries to develop renewable energy



Over **500** clients are renewable energy developers, creating most of the new projects in Europe



**£100 bn** worth of renewable assets are owned, invested in, and/or operated by our clients



We advised on **500** renewable energy projects in the last year



## Our Net Zero Policy

We are committed to achieving Net Zero emissions by 2050, and we have enacted the following initiatives:

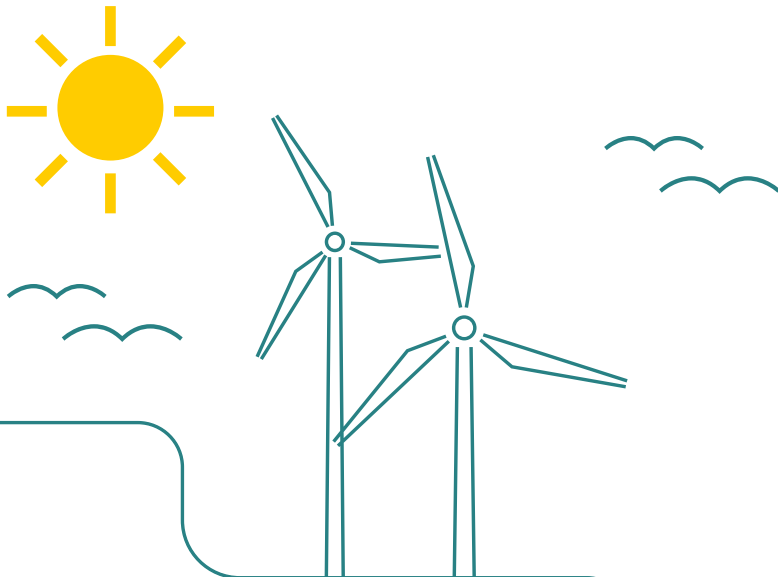
- Setting carbon reduction targets across the group—read more about our Net Zero efforts [here](#)
- Measuring our emissions across all three Scopes (per GHG Protocol) in Persefoni, using recognised accounting standards and emission factors
- Utilising a travel booking platform that provides accurate emissions data based on trips taken
- Outlining a travel policy, stating that travel should only be undertaken when critical and that employees should consider environmental impacts when deciding if and how to travel
- Offsetting our entire measured carbon footprint each year, investing in carbon removal and avoidance projects across a variety of technologies and geographies

## Recycling & Waste Management

- Separating recycling and food waste where local authorities provide the facility
- Installing water taps instead of bottled water coolers where feasible
- Recycling end-of-life IT equipment

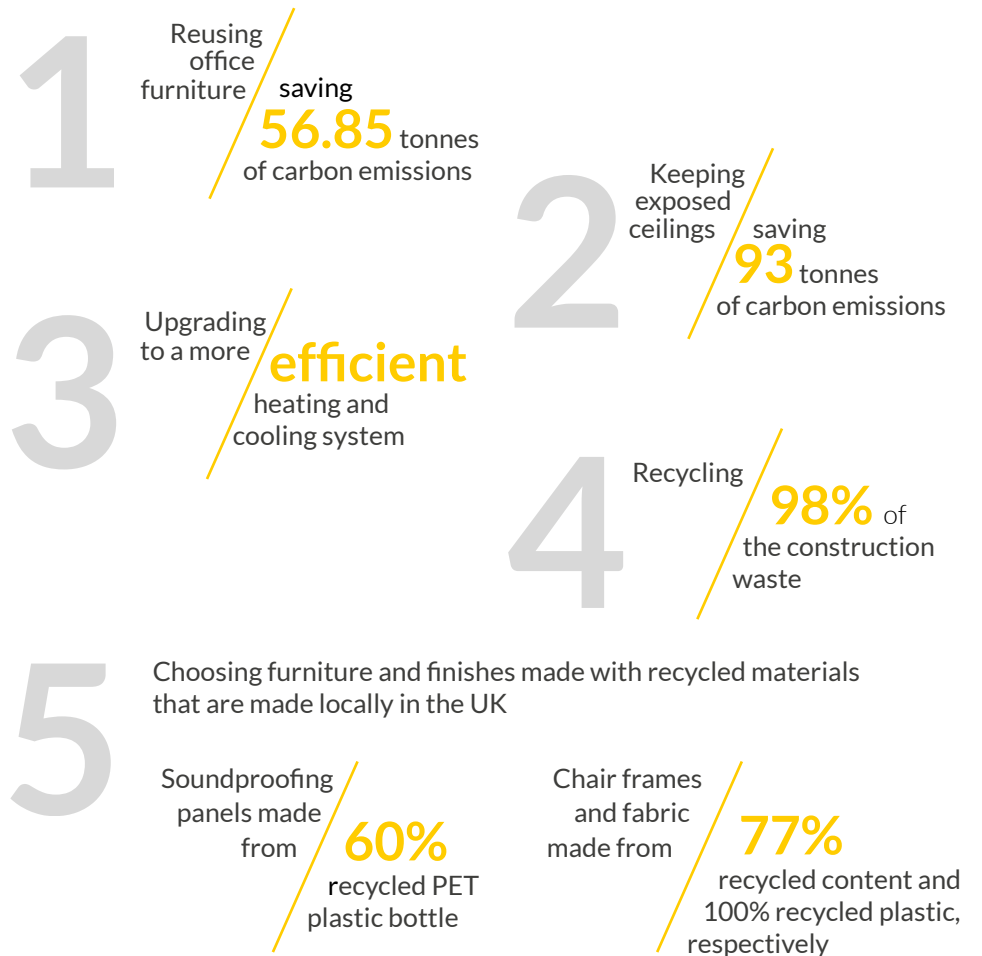
## Additional Environmental Initiatives

- Improving facilities to reduce emissions relating to temperature control
- Moving offices to renewable energy tariffs where feasible
- Encouraging green commuting through bike storage and shower facilities and leasing offices in locations which are accessible by public transport
- Factoring supplier Net Zero performance into procurement decisions



### Powering Forward: New Oxford HQ

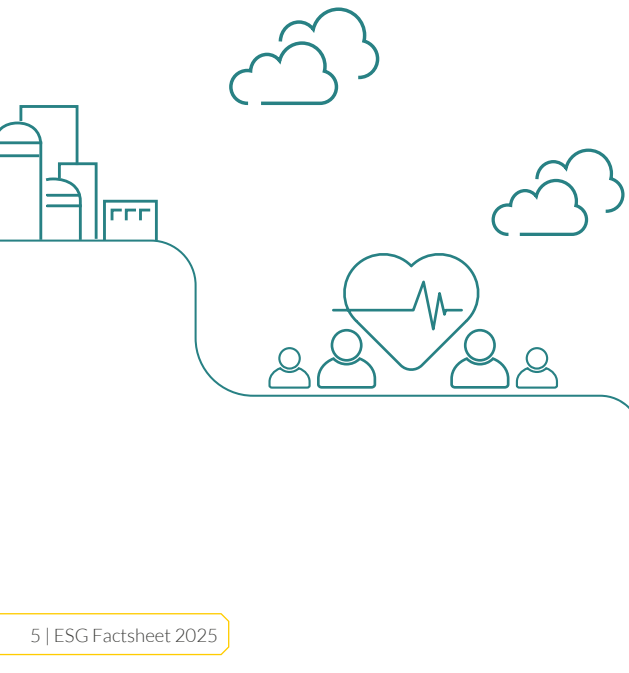
We are conscious about considering environmental impacts when making decisions on offices and facilities. Our new Oxford HQ office is a great example of our commitment to reaching Net Zero.



# Embracing Human Value

In our dedication to social responsibility, we prioritise the well-being and development of our workforce who are essential to our commitment to easing the global energy transition. We foster a diverse and inclusive workplace, offering comprehensive professional development programmes, health and wellness initiatives, and a supportive work environment. Our aim is to ensure that all employees feel valued and empowered both inside and outside the organisation. It is our dedicated people who truly make a difference at scale, while going above and beyond for their clients, colleagues, and the community.

We have  
**76** different  
nationalities



## Our Team

**We strive to create positive employee engagement through offering flexibility and transparent feedback systems.**

- Paying all payrolled staff and contractors living wage
- Collecting quarterly employee engagement surveys
- Supporting flexible/ hybrid working, including provision of IT equipment
- Partnering with Perkbox, used to support employee health and wellbeing and for employee recognition/ kudos, discounts on gym memberships, and many other benefits

## Diversity, Equity, & Inclusion

**We foster a safe and supportive environment that empowers our employees to realise their potential.**

- Training staff on interview skills, understanding bias and protected characteristics, mitigating against discrimination, and more
- Funding, supporting, and providing planning advice for our employee-led networks, Women@Aurora and Aurora Pride

## Health & Wellbeing

**We prioritise the physical and mental health and wellbeing of our employees through robust internal programmes.**

- Offering an Employee Assistance Programme to support staff with all areas of wellbeing
- Recognising Mental Health Awareness week through supplemental resources, a lunchtime walk in line with the global "Move More for Your Mental Health" theme, and a fundraiser for mental health support
- Providing financial support for staff participating in social fitness activities

## Community

**We are committed to strengthening our community by investing in education, supporting local businesses, and contributing to charitable causes that make a meaningful, lasting difference.**

- Funding scholarships for six Master's students in the University of Oxford's course in Sustainability, Enterprise and the Environment
- Promoting local economies and considering relevant SMEs in supplier selection processes
- Fund-raising activities for charities like Macmillan Cancer Support and Women's Aid

# Elevating Organisational Standards

Strong governance and ethical practices are the cornerstones of our business. We are dedicated to maintaining the highest standards of integrity, transparency, and accountability in all our operations.

## Business Ethics & Integrity

- Requiring all staff to undergo biannual compulsory anti-corruption training and anti-bribery training, in line with our Anti-Bribery Policy
- Implementing other key ethics policies applicable to our employees, including Anti-Competitive Behaviour Policy and Securities Trading Policy

## Data Practices & Information Security

- Having obtained internationally-recognised SOC 2 Type II and ISO27001:2022 certifications which recognise our best-in-class data security standards
- Engaging independent third parties to perform regular penetration testing of our products
- Requiring all staff to undergo annual compulsory information security training

## Risk Management

Our risk management plan sets out our principles, policies, procedures, and methodologies to identify, assess, manage, and mitigate risks.

- **Risk Register:** We maintain an integrated risk register covering people, process, technology, and environmental risks. Identified risks are analysed and treated in alignment with standard risk management practices.
- **Business Continuity Plan:** This outlines actions required upon occurrence of an energy or other incident which threatens to disrupt normal business activities-as an example, during the COVID-19 pandemic, we transitioned to home working overnight with little to no disruption.
- **Oversight:** Data Protection and Information Security oversight on at least quarterly cadence, involving senior stakeholders including CFO, COO, and CTO.





## Looking Ahead

We recognise the vital role we play in driving the global energy transition and are dedicated to leading by example. Our efforts to minimise negative environmental impact, foster a diverse and inclusive workplace, and maintain the highest standards of ethical conduct reflect our core values and vision for the future.

We remain focused on innovation and continuous improvement in all areas of ESG. We are proud of the initial strides we have made and are committed to advancing our initiatives further, ensuring that we create long-lasting, positive impacts on the environment, society, and the clients we serve.

As we work towards a more sustainable and equitable world, we thank our stakeholders—clients, employees, and partners—for their ongoing support and collaboration. Together, we will continue to build a brighter, greener future for all.

For any questions on our ESG practices, contact



**Meng He**

Chief Operating Officer

Get in Touch