



Trailstone ESG Report

2021

Making the transition to sustainable energy sustainable.

Trailstone is a global energy and technology company, operating at the intersection of renewables and conventional power.

Trailstone's aim is to be one of the world's leading renewable energy companies.

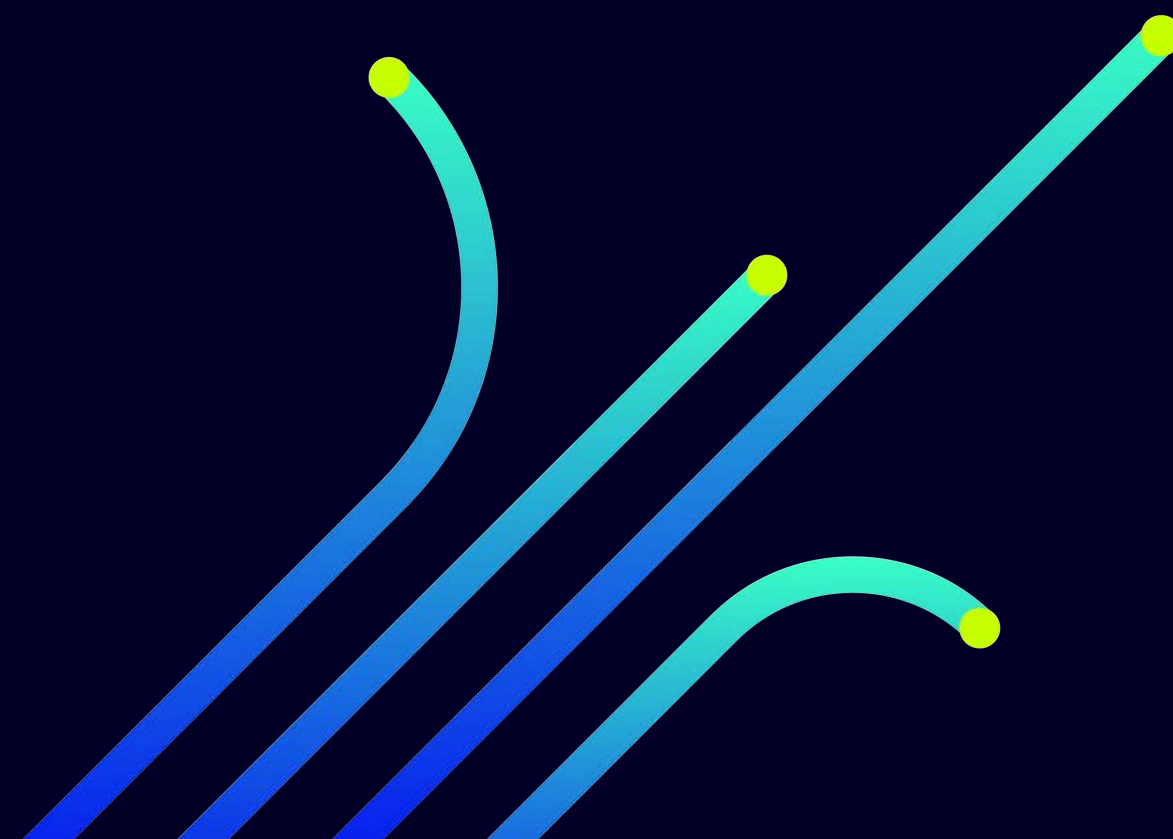
We believe that our actions can make a difference in securing a viable future for the generations to come.

To achieve this, we have developed a clear business strategy that recognizes that our actions today, including the way we operate as a company, will make a difference in securing a viable future for future generations.

Our internal Environmental, Social, and Governance (ESG) committee is made up of 26 Trailstone employees working across our global offices in the US, UK, and EU. The committee is actively engaged in creating new initiatives and projects to ensure that we're building a sustainable and inclusive workplace.

“The ESG agenda at Trailstone is something that is in the DNA of our entire staff. Helping the world decarbonize is our firm’s mission, and improving our local and global communities along the way is a core value in all of our locations.”

- John Redpath
CEO of Trailstone



Environment

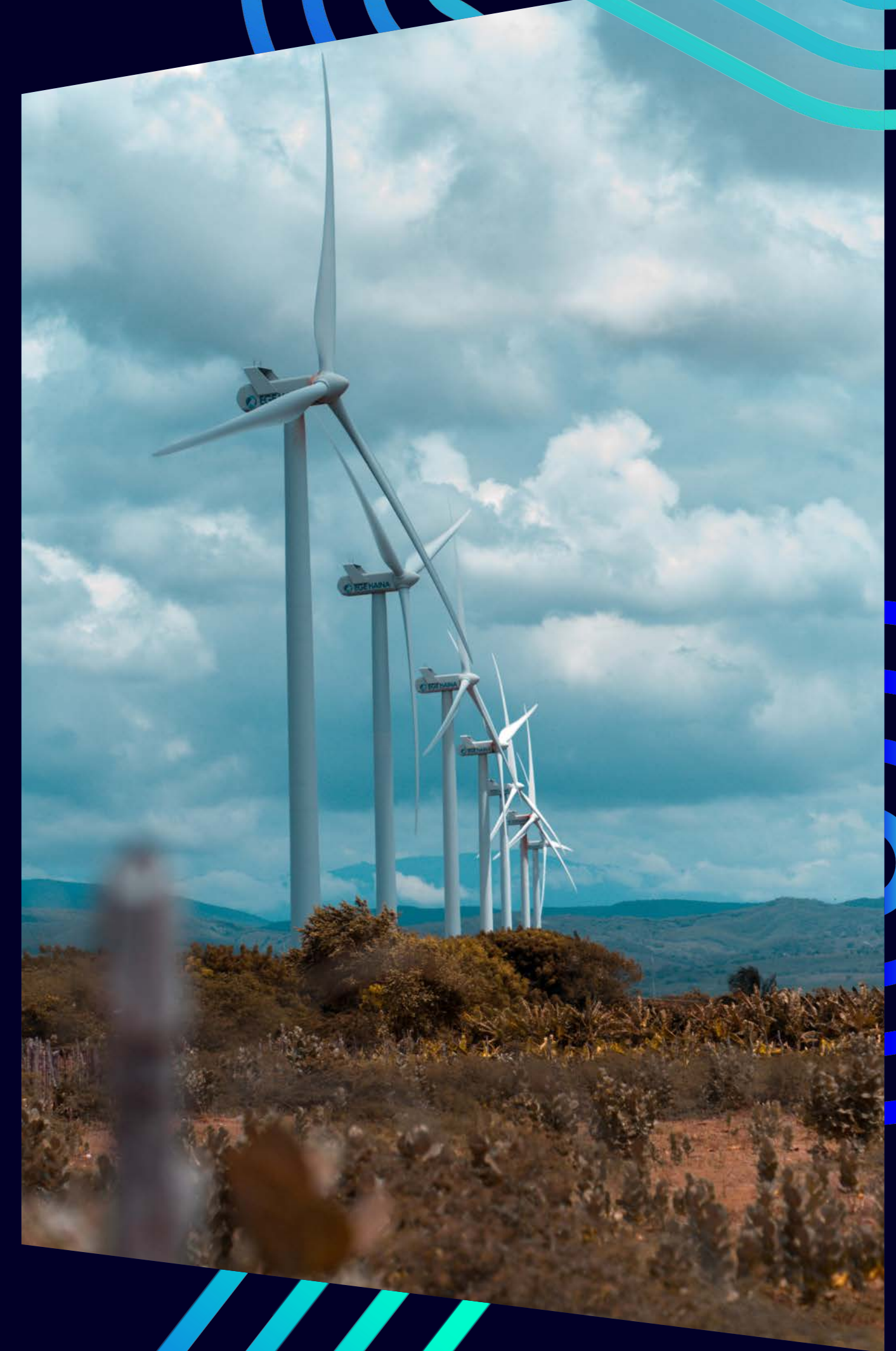


Our approach to the environment

Trailstone aims for environmental excellence in day-to-day operations so that we can continue to deliver on our mission of making sustainable energy sustainable.

We look for actionable ways to reduce our carbon footprint instead of just offsetting the CO2 emissions we create. We encourage our team, clients, and business partners to do the same.

To ensure we reduce our emissions, we audit all areas of our business including the power we use in our offices and the business travel of our employees.



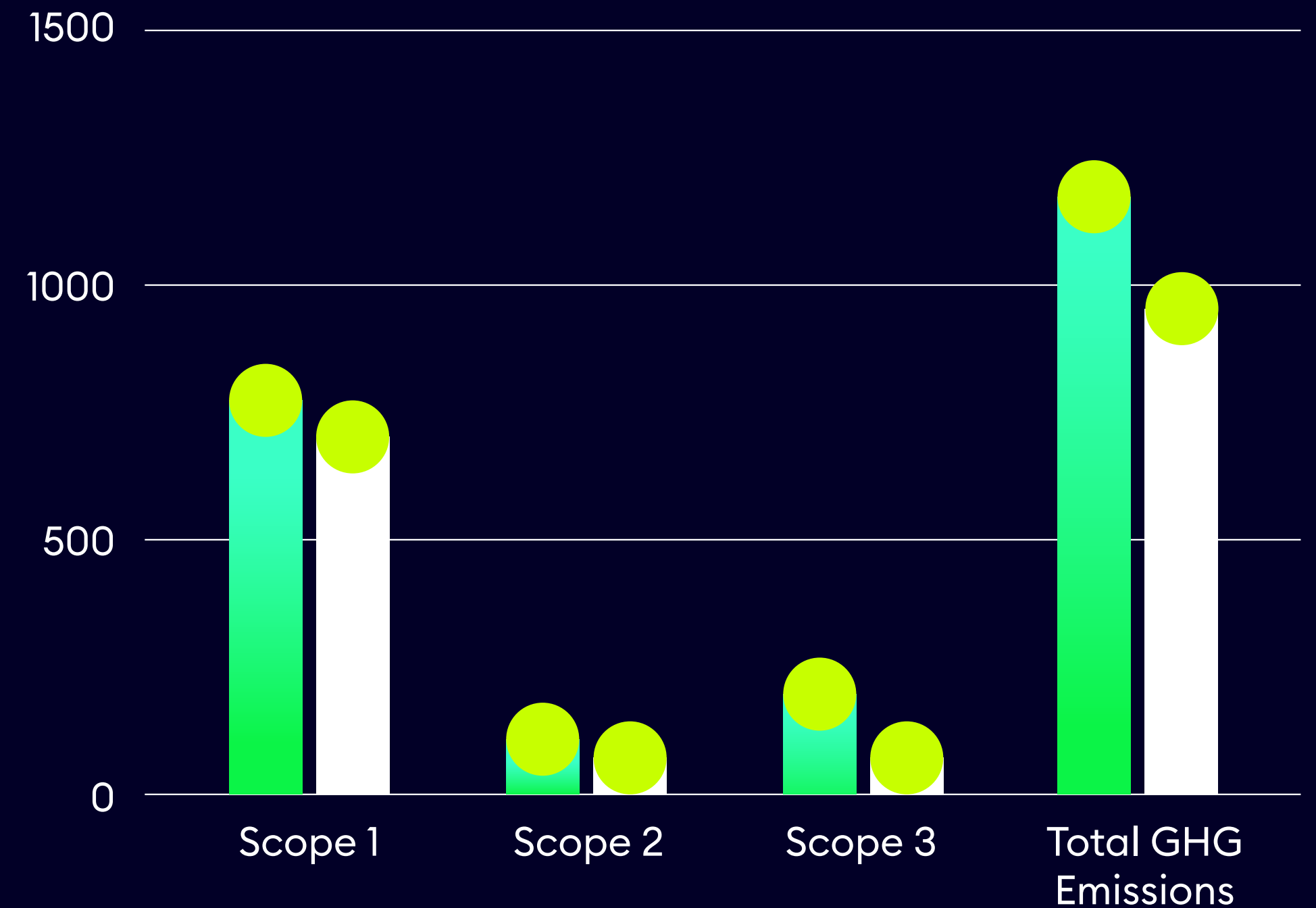
Our achievements so far

In 2020, we saw a 16.4% decline in our overall emissions from our business activities, going from 1,229 tCO₂e in 2019 to 1,027 tCO₂e in 2020.

To put this reduction into context:

1 ton of CO₂ emissions is equivalent to driving a diesel car 6,000 km. By reducing emissions by 1,212,000km, we've saved the equivalent of 77 round trips from London to Austin, TX.

Greenhouse Gas Emissions (tCO₂e) ● 2019 GHG ● 2020 GHG



Our goal is to have each of our offices reflect our passion for sustainability. Our London office was awarded the 2020 Clean City Award Platinum Prize, the Green Apple Environment Award, and was rated “Excellent” by BREEAM. The office features water and waste recycling facilities and the building offers Recycling Education Training for tenants.

Other London office awards



BREEAM Excellent rated



Our ambitions for the future

We are striving to grow our commitment to environmental sustainability well into the future.

It is central to our mission as a business, and our role as leaders and change-makers in our industry.

We're always exploring physical carbon offsetting initiatives to reduce our emissions to net zero and make our business practices more sustainable overall. We know that all changes – big or small – make a real difference.

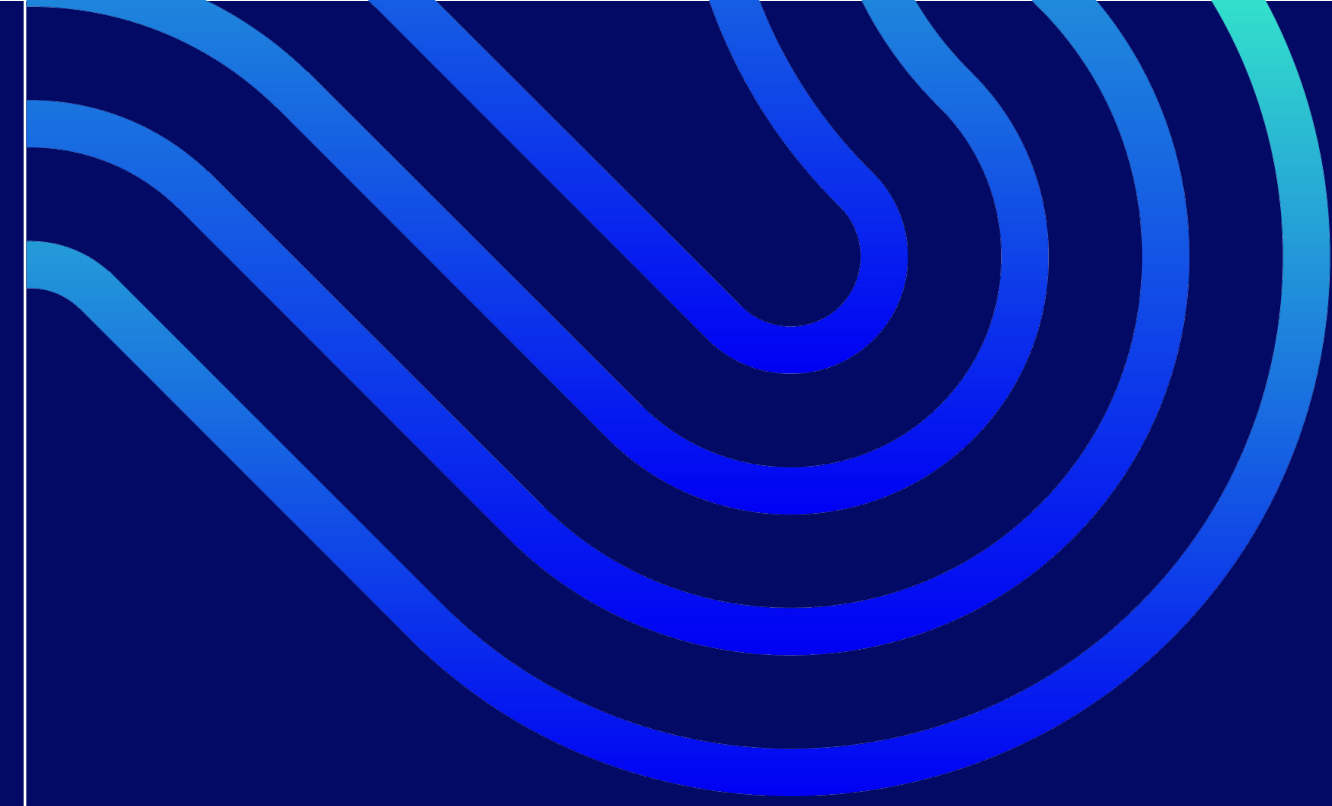
That's why we're planning to replace our paper business cards with e-cards and physically plant trees in the communities we operate in.

It takes about 15 trees to offset 1 ton of CO2. Trailstone is committed to physically offsetting our emissions in full – which is the equivalent of 15,405 trees.

We are looking to engage with the charity *Trees for Cities* to help improve lives by planting trees and maintaining green spaces in urban areas.



Social



Our approach to Diversity, Equity and Inclusion

It is vital that we continue to make Trailstone an organisation that is open to all, respectful of difference and reflective of diversity.

The nature of our work requires that we bring new ideas and solutions to emerging challenges in the world of energy. To build a culture where everyone can thrive, we're always striving to recruit talent with different backgrounds, a range of experiences, and diverse perspectives.

We're committed to operating with integrity, respecting human rights, and caring for our neighbours. We value people and focus our efforts on creating policies that protect and support our team members, encourage their career growth, and provide opportunities for giving back to our local communities.

Making sustainable energy sustainable is not purely for our planet. It's for the people who live, work, and help shape it too.



DE&I - Our achievements so far

We support diversity, equity, and inclusion (DE&I), and have an internal committee of 26 employees that are dedicated to advancing our DE&I initiatives.

We want each of our team members to understand how their actions directly impact others and appreciate how diversity creates value for the company, our clients, and the community. We believe encouraging open dialogue is key to creating a healthy and successful work environment.

Great examples of our support for DE&I can be seen in the completed initiatives in 2021 [→](#)

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- Achieved an 8% increase in female employee representation.
 - Diversity training is included in all Trailstone employees' annual training calendars including unconscious bias training.
 - We observe and celebrate nationally recognized days and
 - Women's History Month
 - Juneteenth
 - Mental Health Awareness Month
 - LGBTQIA+ Pride Month
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DE&I - In action

We are especially proud of our partnership with the East London Business Alliance (ELBA) including our participation in ELBA's Mentoring Works programme in 2021.

ELBA's Mentoring Works programme matches Year 10 and Sixth Form students in areas that are positioned highly on the Indices of Deprivation with volunteer business mentors working in London. In 2021, 12 Trailstone employees were paired with students participating in the programme and they were able to provide valuable insights to help prepare the mentees for their higher education and careers. The programme was a huge success and Trailstone will be taking part in the programme again in 2022.



“We have helped hundreds of young people over the years and having companies like Trailstone on board is invaluable. It is a wonderful programme and we appreciate the commitment and dedication, especially through a global pandemic, of our volunteers, without whom our programme wouldn't be possible.”

- Ajmin Haque
Project Manager
Mentoring Works, ELBA



DE&I

Our ambitions for the future

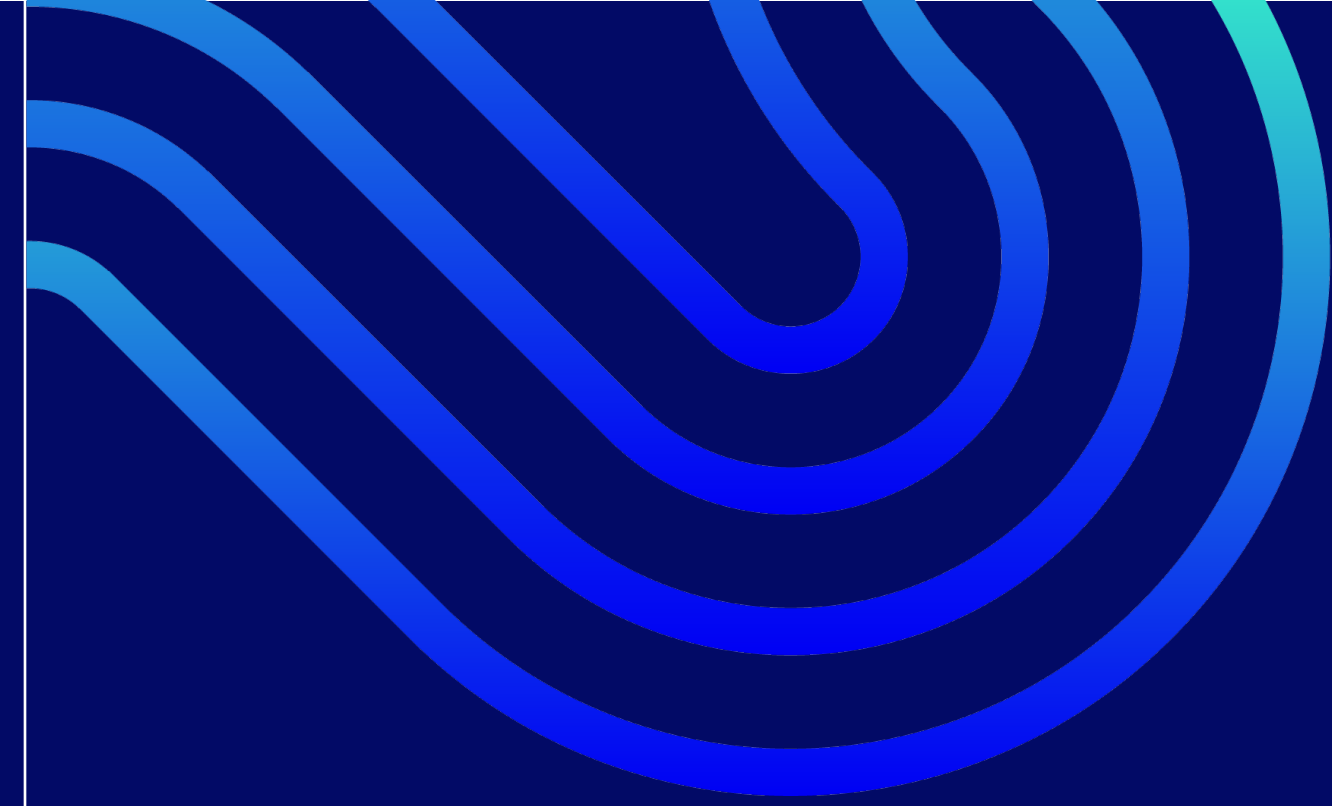
This year, we are building upon our 2021 achievements and are striving to achieve the following goals:

- Continue to improve diversity throughout Trailstone
- Build on the 8% increase in female representation
- Support local charities with volunteer time and by providing financial support

In addition, we will be adopting preferred pronouns across the organization and rolling out Listening Circles to create a space where employees can openly share diverse experiences and perspectives with one another.



Governance



Our approach to governance

Trailstone is committed to ethics and accountability across all our business practices. This is reflected in our policies, code of ethics, and compliance with relevant laws and regulations.

Among our highest priorities is being a responsible market participant that supports a well-functioning, stable market to mitigate the risk of market abuse.

Our internal guidelines and best practices foster the highest of standards and efficiency. We have a no tolerance policy for employees' use or acceptance of bribery or any form of corruption. Our compliance policy defines the relevant areas of work for our compliance program which includes anti-abuse regulations and anti-crime (ie. money laundering, VAT fraud, bribery, and corruption).

We also have a whistleblower procedure, which gives stakeholders an opportunity to freely, and anonymously, express any irregularities or violations of the law.



Our achievements so far

To ensure we achieve and foster the highest standards, we completed the following projects in 2021:

- Revised and updated our compliance manual
- Introduced a new learning and development policy
- Updated our risk, credit, and finance procedures

Our ambitions for the future

For 2022, we're pursuing the following initiatives:

- Design and implement a global ESG policy
- Review our internal board practices to ensure they are effective and in-line with Trailstone's commitment to ethics and accountability.

Trailstone prides itself in leading the transition to a more sustainable future and making a meaningful, positive difference with our business practices on a global scale.

Making sustainable energy sustainable is a vision that demands long-term thinking and a determined commitment to sustainability across environmental initiatives, business practices, and approach to governance.

Our work is well underway, but if we are to live up to our mission of making sustainable energy sustainable, we will always have work to do!