



# Trailstone

ESG Annual Report 2022



Visit Our Website  
[www.trailstonegroup.com](http://www.trailstonegroup.com)



# ‘making the transition to renewable energy a reality’





## Company Vision

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.

## ESG at Trailstone

Our internal Environmental, Social, and Governance (ESG) committee is made up of 19 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.

# CEO MESSAGE

*‘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

## Incremental Steps

“Trailstone is dedicated to environmental excellence, actively auditing and reducing carbon emissions across its operations, including office power usage, business travel, and employee commuting. The company is committed to minimizing its carbon footprint rather than solely relying on offsetting measures, promoting similar efforts among employees, clients, and business partners.”



**1**

*Turned our air conditioning off one hour earlier in London office.*

**2**

*Our computers and laptops to go into sleep mode when left for more than 2 minutes.*

**3**

*Sourced our electricity from renewable only energy provider for our Berlin office.*

# In Focus: Our London Office

**1**

*130m2 of photovoltaic cells.*

**2**

*Gardens at street level, roof gardens and green walls enhance Biodiversity.*

**3**

*Increasing ventilation and selection of materials with lowest level of VOC.*

**4**

*Rainwater and grey water harvesting used in landscape irrigation & façade cleaning.*



# In Focus: Our London office

The following property has been ActiveScore Certified



ACTIVESCORE ID:	14139	
CERTIFIED STATUS:	Gold	75 / 100
BUILDING NAME:	2 London Wall Place	
ADDRESS:	London, EC2Y 5AU	

# 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.*



*The ESG committee are exploring further ways we can reduce our GHG emissions in 2023 and beyond. The committee shall also identify other ways that employees at Trailstone can be greener, for example offering cycle to work schemes.*



*Lastly, where we cannot reduce our emissions, the ESG committee shall look at ways in which we can offset the CO2 generated from our business activities.*



# Social

A group of seven people, four men and three women, are posing for a photo in front of a brick building with a white arched doorway. They are dressed in casual, athletic-style clothing. The group is arranged in two rows, with some people standing on the steps leading up to the doorway. A black metal fence is visible in the foreground, and a black backpack sits on the ground to the right. The overall atmosphere is friendly and professional.

**‘All Changes Big or Small Make a Real Difference’**

# Our Approach to Diversity, Equity and Inclusion



## DIVERSITY

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



## INCLUSION

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.



## EQUITY

We're committed to operating with integrity, respecting human rights, and caring for our neighbors. 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’**

**Trailstone**



# Volunteering – in focus

Trailstone supported local charities last year by donating \$100,000 and volunteered our time through the following activities:

***Packing food for the homeless at the Central Texas Food bank in Austin.***



***Central Texas Foodbank***

***Painting and putting together furniture for a child's bedroom as part of the childhood trust charity in London.***



***Childhood trust***

***packing food donations for the homeless at the Berlin Tafel in Berlin.***



***Berliner Tafel***

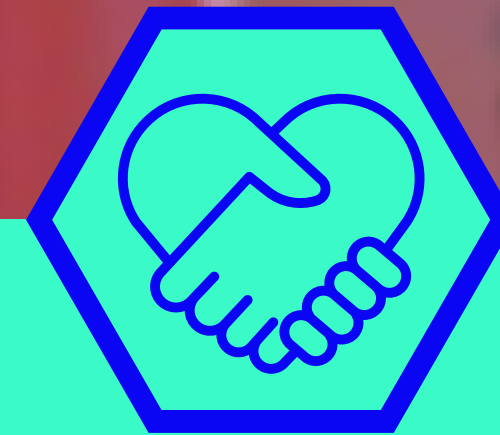
# Volunteering – in Focus

Let's take a closer look at some of the DEI and charity activities.



## Childhood trust

*A team of volunteers from our London office spent a day transforming the bedrooms of three disadvantaged children. The Decorate a Child's Life project is spearheaded by the Childhood Trust, a local charity we supported in 2022 by giving our time and providing financial support. Our awesome colleagues worked incredibly hard on a hot summer's day to clear the children's bedrooms, redecorate and build new furniture. It was a truly humbling experience for everyone involved and was extra special for us to be there to see the reaction of the lovely children and their carer.*



## Childhood trust

*The Engagement Manager at the Childhood Trust was very appreciative and sent the following message: "I wanted to get in touch to say a huge thank you to your team for their work on yesterday's redecoration project. They completed two bedrooms in the day to an incredibly high standard. They were incredibly efficient and thoughtful in their approach, I had quite a lazy day as they got on with everything and didn't need my help! The family really appreciated the work they did and the kids were very complimentary about their work ethic and they loved their new bedrooms."*



# Volunteering – in Focus

Let's take a closer look at some of the DEI and charity activities.



## **Berliner Tafel**

*Berliner Tafel supplies food to 400 social institutions, runs 46 food distribution points and provides nutritional education and cooking classes for school children. A team from our Berlin office spent a day packing food at the Berliner Tafel. The Berlin team packed 356 bags of food and sorted a delivery of bread from a local bakery to be used in tomorrow's deliveries. In each bag, we put in a selection of different food that was donated the previous day.*



## **Berliner Tafel**

*Each bag included:  
Bread Fruit (apples, bananas, oranges, and grapes) Vegetables (potatoes, spring onions, carrots, swede, and parsnips) Deodorant Biscuits  
Baby food Snacks*

# Volunteering – in Focus

Let's take a closer look at some of the DEI and charity activities.



## **Central Texas Foodbank**

*A team of volunteers from our Austin office spent a day packing food at the central Texas food bank. The Central Texas food bank works with food donors, financial supporters and volunteers across Central Texas to bring millions of meals to those in need.*

# Movember

A group of our male colleagues grew moustaches in November to help raise awareness to Men's health and all in the name of the charity; Movember. Since 2003, Movember has funded more than 1,250 men's health projects around the world, challenging the status quo, shaking up men's health research and transforming the way health services reach and support men.

Who do you think grew the best Mo?



# National Hispanic Heritage Month

Trailstone's Diversity, Equity & Inclusion committee observed and celebrated the culture and positive contributions to the United States of America from the Hispanic Community. From savoring delicious food and meals bursting with Latin America flavor to sharing laughs during the game of Lotería, the four weeks of celebrations clearly demonstrate how inclusivity makes us a stronger nation and a more interesting company to work at.



# DE&I Our Ambitions for the Future

For 2023, we have redefined our strategy for DE&I and shall focus on the following key areas:



## *Recruitment, Promotion and Retention*

- *Raise awareness of unconscious bias and how to manage this*
- *Ensure equity practices in all of our processes e.g., ensuring job specifications are gender neutral.*



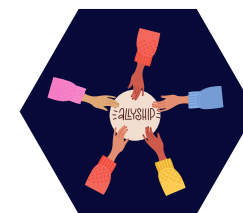
## *Wellbeing*

- *Mental and physical well-being*
- *Improve work-life balance*
- *Life event transition support*



## *Education / Celebration of cultural differences*

- *Listening circles*
- *Cultural heritage celebrations*



## *Allyship*

- *Show up for one another and show support*
- *Speak up when something is inappropriate or offensive*



# Governance

# 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 Trailstone's 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.**

# Cybersecurity in Focus

One of our achievements last year was introducing greater cybersecurity defenses. This is a short deep dive into what we did with our Global Head of IT Infrastructure & Security:

1

- Multi-factor authentication expanded to all application covered with Single Sign-on
- Enhanced web-filtering to minimize potential data loss

2

- Enhanced privileged account surveillance on critical infrastructure servers
- Improved security dashboard and reporting

3

- Improved email impersonation filtering with emphasis on executive management
- Implemented privileged account access management system






# Governance

Our ambitions for the future, we're pursuing the following initiatives:

*Complete the design and implementation of a global ESG policy*

*Provided enhanced cybersecurity training & Earn ISO 27001 certification on our technology and information security operations.*

*Implement a new corporate governance application to improve our board practices*

An aerial photograph of a wind farm situated on rolling green hills. Several white wind turbines are visible, spaced out across the landscape. The hills are covered in lush green grass, and there are small blue ponds or reservoirs scattered throughout. The sky is a clear, bright blue. The text is overlaid on a dark blue trapezoidal background in the upper center of the image.

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!