

# SUSTAINABILITY FRAMEWORK

Camlin Group

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camlin

# Sustainability Framework

Our understanding of sustainability is deeply embedded within our purpose 'To Engineer Better Futures'. We have mapped out exactly what this means across the core pillars of Environment, People & Society and Governance & Performance. Our Framework is encapsulated within our sustainability circle below.



## THE UN AGENDA FOR 2030:

The 17 UN SDGs offer a comprehensive and global framework to measure change that governments, companies, cities and civil society must make if we are to achieve a sustainable future. Collectively they address the most important economic, governance, social and environmental challenges of our times and are used to direct positive change globally.

At Camlin we have mapped our sustainability efforts against the SDG framework and have identified 12 areas where our work contributes to furthering the SDG agenda. We have identified goals that are very high priority, high priority, and medium priority as a way to direct investment needed to those areas that we consider of more critical importance.

In 2022 Camlin joined the Global Compact, whose aim is a call to all companies to align strategies and operations with human rights, labour, environment, and anti-corruption, taking action to advance all these areas through the SDG framework and the 10 Principles of the UN Global Compact. The goals are wide ranging and deeply linked to each other, which is why a single initiative or action may in effect contribute to more than one SDG. Throughout this report, we have indicated where an initiative or action contributes to the UN SDG agenda and 10 principles of the UN Global Compact.



United Nations  
Global Compact

HOW DO WE CONTRIBUTE TO THE SDGS?

VERY HIGH PRIORITY GOALS



Goal 13: Take urgent action to combat climate change and its impacts

Camlin is playing a key enabling role, working with our partners and customers, to deliver a robust, flexible and sustainable Grid of the Future that achieves the ambitions of Net Zero.

Internally, we are committed to a net zero future by 2040 and ensuring we implement urgent Climate Action mitigation measures across all our operations to help achieve this.

Targets: 13.1 13.3



Goal 12: Ensure sustainable consumption and production patterns

We are committed to ensuring responsible resource consumption through strong systems of waste generation and management as well as energy and water efficiency. Efforts will be supported by an internal Green Team to drive innovation and ownership across the business. We are also embarking on a life cycle analysis of our services and solutions from design phase to end of life to improve sustainability outcomes. We will integrate sustainability information and reporting across our operations.

Targets: 12.5, 12.6



VERY HIGH PRIORITY GOALS



Goal 7: Ensure access to affordable, reliable, sustainable, and modern energy for all

At Camlin we are focused on supporting our customers and partners to create and manage the Grid of the Future, one that ensures efficiency and reliability of a energy supply against the backdrop of a global decarbonisation strategy. Our services and solutions enhance energy infrastructure and limit power outages to communities.

Targets: 7.1, 7.2, 7.3





## HIGH PRIORITY GOALS



### Goal 3: Ensure healthy lives and promote wellbeing for all at all ages

We care strongly about the health, well-being, and safety of our people. We want to be an employer of choice to attract and retain the top talent to drive our business. In addition, our services and solutions contribute to improved safety for customers and communities across energy and rail critical infrastructures

Targets: 3.4, 3.5, 3.8



### Goal 5: Achieve gender equality and empower all women and girls

At Camlin we track and publish our gender pay gap yearly and will take corrective actions to address issues identified. We will actively promote a gender inclusive environment through promotion of career advancement and leadership for women across our organisation.

Targets: 5.1, 5.5



### Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

At Camlin we have created a reputation for innovative solutions and technical brilliance. We partner with our customers to deliver sustainable and smart engineering through next generation technologies. We promote a culture of innovation across our operations and invest heavily into our R&D division.

Targets: 9.2, 9.4, 9.5



## HIGH PRIORITY GOALS



### Goal 10: Reduce inequality within and among countries

We implement strong governance frameworks that place labour and human rights as well as ethical business practices to the fore, ensuring dignity, equal opportunity, and inclusion for all across our business. We are committed to the UN Global Compact and implementing other global regulations across our business via external organisation memberships and validations.

Targets: 10.2, 10.3, 10.4



### Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

At Camlin we partner with our customers to support safe, resilient and efficient transport networks that leverage smart solutions. We are actively contributing to the Digital Railway Initiative and transition to low carbon technologies across the energy grid.

Targets: 11.2



### Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels

We promote strong governance via the roll out of a new Camlin 2.0 strategy in 2021 and 2022. This maps out a clear purpose, vision, values, and strategic directions for the company over the coming years. Improving transparency, accountability and embedding our values to shape a strong Camlin culture are essential to our growth as a business.

Targets: 16.2, 16.5, 16.6



## MEDIUM PRIORITY GOALS



### Goal 4: Ensure inclusive and equitable quality education and lifelong learning for all

We ensure our employees have access to life-long learning opportunities through our training and education investment. In addition, we have formalised 'Apprenticeship' schemes ensuring skilled workforce availability for the future. We also impact this goal through our Camlin the Community programme which promotes skills and workforce training for young people.

Targets: 4.3, 4.4



### Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all

At Camlin we want to be an employer of choice, ensuring we provide a positive experience and stable futures for our workforce globally. We consider stable economic growth as a critical factor in the continued flourishing of N. Ireland and other communities globally. We also want to open opportunities for decent work to young people through our Camlin in the Community programme.

Targets: 8.5, 8.6, 8.7, 8.8



### Goal 17: Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

Camlin is a member of the UN Global Compact and remains a committed community partner locally to various organisations. We believe by partnering with international and local organisations, both public and private as well as our customers, we can drive innovation in supporting the sustainable development agenda.

Targets: 17.16, 17.17



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SDG Goal 13  
Take urgent action to combat climate change and its impacts



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